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COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN
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IMPLEMENTATION OF ARTICLE 21 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Reports provided by the specialized agencies of the United Nations on the implementation of the Convention in areas falling within the scope of their activities

Note by the Secretary-General

Addendum

UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION (UNESCO)

Introductory note

On behalf of the Committee, the Secretariat invited the United Nations Educational, Scientific and Cultural Organization (UNESCO) on 31 May 1995, to submit to the Committee by 1 September 1995, a report on information provided by States to UNESCO on the implementation of article 10 and related articles of the Convention on the Elimination of All Forms of Discrimination against Women, which would supplement the information contained in the reports of those States to the Convention which will be considered at the Fifteenth session. These are the latest reports of Belgium, Cuba, Cyprus, Ethiopia, Hungary, Iceland, Israel, Paraguay, Philippines, and Ukraine.

* CEDAW/C/1995/1.

Other information sought by the Committee refers to the activities, programmes and policy decisions undertaken by ILO to promote the implementation of article 10 and related articles of the Convention on the Elimination of All Forms of Discrimination against Women.

The report annexed hereto has been submitted in compliance with the Committee's request.

CONTENTS

		Page
Chapter I.	UNESCO decisions relating to women adopted since the 14th session of CEDAW	5
	A. General resolution	5
	B. Resolution on education	7
	C. Resolution on women and the media	7
	D. Resolution on women and peace	9
Chapter II.	UNESCO activities relating to articles of the Convention	12
Chapter III.	Women and the media	21
Chapter IV.	Platform Plus	22
Chapter V.	Statistical tables for education in the countries submitting reports at the 15th session of CEDAW	23

GENERAL INTRODUCTION

1. In accordance with article 22 of the Convention on the Elimination of All Forms of Discrimination Against Women, specialized agencies are encouraged to submit a report on the implementation of the Convention in their areas of competence.

2. Information will therefore be given on article 10, which deals with education, and on some articles of the Convention which have been the subject of more specific activities, such as article 6 and article 16. In view of the holding of the Fourth United Nations World Conference on Women, detailed information will also be given on some activities which led to events at the World Conference both at the NGO Forum and in the intergovernmental conference as a part of the special events organized by the specialized agencies outside the formal meetings of the Conference, including events relating to women and the media, an item which does not fall under any specific article of the Convention.

2. In general, it may be said that all UNESCO activities are related to the implementation of the Convention. Accordingly, UNESCO wishes to communicate to the members of the Committee its most recent activity report, which relates to the years 1994 and 1995. That document was submitted by the Director-General as document 28C/22 to the UNESCO General Conference at its twenty-eighth session, held in Paris from 25 October to 16 November 1995.

Chapter I. UNESCO decisions concerning women adopted since the 14th session of CEDAW

The UNESCO General Conference at its 28th session considered the draft programme and budget for 1996-1997 and adopted resolutions dealing with specific subjects as well as a general resolution dealing with the programme as a whole.

A. General resolution

The General Conference,

1. Recalling 27C/Resolution 11.1 on the Transverse Theme "Women" in the Programme and Budget for 1994-1995 (27C/5),

2. Noting that in the Medium-Term Strategy for 1996-2001 (28C/4) and the Programme and Budget for 1996-1997 (28C/5) women are one of the four priority target groups and, as such, projects and activities in favour of women should be an integral part of every programme sector,

3. Welcoming the fact that it has adopted, for 1996-1997, a number of activities specifically for women, taking this prospect into account,

4. Taking into consideration the Nairobi Forward-Looking Strategies for the Advancement of Women to the Year 2000,

5. Taking into consideration the Declaration on the Elimination of Violence Against Women adopted by the United Nations General Assembly in its resolution 48/104 of 20 December 1993,

6. Taking into consideration the Declaration and Platform for Action adopted at the United Nations Fourth World Conference on Women: Action for Equality, Development and Peace (Beijing, 4-15 September 1995),

7. Considering that among the 12 critical areas of concern identified in the Beijing Platform for Action, a number clearly related to fields of action specific to UNESCO, including:

"unequal access to education"

"peace"

"the media"

"women's contribution to the management of natural resources and environmental protection"

"the girl child" with regard to access to education and literacy,

8. Taking into account the fact that the United Nations is in the process of developing a medium-term plan for its system as a whole, in which the various aspects of the implementation of the Beijing Platform for Action will be allocated,

9. Taking into account the external evaluation of UNESCO on the Transverse Theme "Women", the synthesis of which was published in July 1995 and which covers the projects and activities of this priority group in the Education, Science, Culture, Communication and Social and Human Sciences Sectors,

10. Noting with satisfaction the proposals of the Director-General contained in paragraph 05302 of the Draft Programme and Budget for 1996-1997 in connection with priority target groups,

11. Urges the Member States and the Director-General, when conceiving, implementing and assessing projects and activities on women, to favour an approach whereby men and women are equal and women are both beneficiaries of development and agents of change;

12. Urges the Director-General to include in each of his oral reports to the Executive Board a section on progress made in implementing the projects and activities on and for women in document 28C/5 and the follow-up to the Beijing Platform for Action, as entrusted to UNESCO in the United Nations medium-term plan which is being drawn up, under which responsibilities for the implementation of the follow-up to the Beijing Conference are shared among the different partners of the United Nations system;

13. Recommends that the Executive Board, at its 150th session, examine the issue of the economic contribution of women and the means of enhancing the status of their unremunerated work;

14. Thanks the Director-General for the efforts made in evaluating the activities and projects on and for women in 1994-1995 and invites him to pursue his efforts in this area;

15. Urges Member States to submit to the Participation Programme as many projects as possible in which women are the immediate beneficiiaries or the agents of change as recommended by the Executive Board in its Recommendations to the General Conference on the Draft Programme and Budget (28C/6);

16. Urges the Director-General to take steps to ensure that the Coordinating Unit for Activities Relating to Women, in close collaboration with the focal points designated by the Programme Sectors, the people responsible for specific projects, Regional Offices, and Member States and their National Commissions, implements activities and projects for women in this transdisciplinary framework, including information, training, evaluation and follow-up.

It should be noted that paragraph 05032 of the Programme and Budget for 1996-1997, which is referred to in paragraph 10 of the General Resolution, states that the follow-up to the United Nations Fourth World Conference on Women is to be carried out by the Coordinating Unit for Activities Relating to Women, which is under the direct authority of the Director-General.

b. Resolution on education entitled "The elimination of discriminating stereotypes of women"

The General Conference,

Recalling all previous resolutions on this subject,

Bearing in mind the objectives of the Nairobi Forward-Looking Strategies for the Advancement of Women (Kenya, 1985), the commitments entered into in the Convention on the Elimination of All Forms of Discrimination Against Women, declarations, programmes and plans of action approved at the World Conference on Education for All (Jomtien), the Convention on the Rights of the Child, the United Nations Conference on Environment and Development, the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development,

Reaffirms that education is a fundamental human right embodied in the Charter of the United Nations and an essential instrument for the attainment of equality, development and peace, without discrimation of any kind;

Observes with concern the persistence of practices that encourage the spread of sexist attitudes and language through the education system, school textbooks and the mass media;

Recognizes that every State is responsible for its own local and national education plans, programmes and projects;

Hopes that UNESCO and other United Nations agencies and institutions providing international assistance will give priority in their plans, programmes and projects to education aimed at promoting equality for women and girls;

Urges Member States and non-governmental organizations to intensify their efforts to ensure that the mass media present a favourable picture of women as intellectuals, politicians, leaders, creative artists and as a dynamic force participating in society;

Requests those Member States that have not yet done so to adopt strategies for action beginning with the education system designed to advance and gradually intensify efforts to eliminate discriminatory stereotypes of women and to encourage the ethical and intellectual values that consolidate equality of opportunities for women and girls at all levels of the education system.

C. Resolution on women and the media

The General Conference,

Recalling 27C/Resolution 4.3 adopted by the UNESCO General Conference "recognizing that the promotion of the rights of women and the encouragement of their participation in the development and establishment of peace form part of the two common objectives of the United Nations system:

(a) the promotion of sustainable and equitable development centred on human beings,

(b) the construction of a peace based on human rights, fundamental freedoms and democracy",

and "inviting the Director-General to ensure that the impact evaluation of communication activities carried out for the benefit of women over the last decade (1981-1991) is taken into account",

Recalling also 144 EX/Decision 5.1.4 specifically concerning the Organization's contribution to the fourth World Conference on Women: Action for Equality, Development and Peace,

Noting with satisfaction that resolution 4.3 was implemented in a dynamic, concrete and constructive manner during the 1994-1995 biennium, and that the planning, preparation and proceedings of the International Symposium "Women in the Media - Access to Expression and Decision-Making" clearly lived up to expectations and aroused great interest not only amongst those responsible for equality policies, but also amongst media professionals,

Emphasizing the quality of the discussions, results and recommendations of that International Symposium, recorded in the Toronto Platform for Action and taken into account in the preparation of the Beijing Platform for Action (section J)

Adopts the Toronto Platform for Action which, while respecting the necessary freedom of expression in and by the media, is a useful instrument to promote the development of relevant and innovative projects for equality between men and women;

Expresses the wish that the short- and medium-term recommendations consistent with the freedom of expression contained in the Beijing Platform for Action (section J) and, more particularly, in the Toronto Platform for Action serve as a reference in determining and implementing priorities concerning communication policies relating to women, their rights and their potential, and that these concerns be systematically taken into account;

Thanks the Director-General for having, in the follow-up to these recommendations, suggested various activities for women for the next biennium (1996-1997), in and through communication;

Recommends that the activities proposed in document 28C/5 and within the WOMMED-FEMMED network, in particular those relating to community radios, new technologies and training, be considered as priorities both in the regular programme and in the search for extra-budgetary funding;

Invites the Director-General to take all appropriate measures to ensure the implementation of these activities during the next biennium;

Urges that a man or woman be appointed as the "official for women" in the communication and information sector with permanent responsibility for all matters relating to women, as should be done in each sector;

Invites Member States to take appropriate measures to promote the implementation of the recommendations contained in the Toronto and Beijing (section J) Platforms for Action.

D. Resolutions on women and peace

The General Conference,

Recalling the commitment of Member States to the mandate of UNESCO which seeks to foster peace by promoting collaboration among the nations through education, science and culture, in order to further universal respect for justice, for the rule of law, and for human rights and fundamental freedoms,

Expressing appreciation to Member States who have participated in and contributed to the success of the Experts' Meeting on Women's Contribution to a Culture of Peace, which was organized in Manila in August 1995, in preparation for the Fourth World Conference on Women, held in Beijing in September 1995,

Acknowledging that this meeting constitutes the first major step in studying the concrete contributions which women can make to establishing a culture of peace,

Observing with regret that very few women at present participate in peace negotiations in their countries,

Recognizing that women, however, bring the cause of peace among peoples and nations distinctive experiences, competence and perspectives, that women's role in giving and sustaining life has provided them with skills and insights essential to peaceful human relations and social development, and that they can bring a new breadth, quality and balance of vision to a joint effort of moving from a culture of war to a culture of peace,

Recalling that the participants to the Experts' Meeting on Women's Contribution to a Culture of Peace acknowledged the fact that women are often the unrecognized transmitters of values, particularly to children and youth, but that they are often under-utilized as a source of creative energy, experience and wisdom,

Further recalling the UNESCO statement prepared at the Experts' Meeting on Women's Contribution to a Culture of Peace, which should serve as one of the basic texts to guide the conception and implementation of activities relating to women and peace,

Mindful of the need for constant vigilance, proaction and collaboration on the part of Member States and international organizations towards addressing women's concerns,

Congratulates UNESCO for drawing up its Agenda for Gender Equality and for its visible and coherent participation in the Beijing Conference;

Underlines the necessity for UNESCO to implement, within its fields of competence, the commitments in the Platform for Action which Member States made at the Beijing Conference, especially paragraph 148 under the Strategic Objective E4 to promote women's contribution to fostering a culture of peace;

Invites the Director-General to:

(1) support existing networks working in the field of education for peace, human rights, democracy and tolerance, in close cooperation with the International Bureau of Education, with a view to the inclusion of gender perspectives in their work;

(2) promote education for women, girls, men and boys which fosters the values of peace, human rights, democracy, international understanding and tollerance, and integrate the values of a culture of peace in literacy programmes;

(3) assist in the reorganization of education systems through, inter alia, the development of specific methodology to ensure that pedagogical systems integrate gender perspectives;

(4) develop new curricula and teaching materials and integrate in existing ones the aspect of "legal literacy" to women and girls, to provide them with knowledge of human rights and democracy;

(5) support formal and non-formal educational institutions to develop curricula and teaching materials for training and skills for women, girls, men and boys towards the acquisition of skills in non-violent conflict resolution and negotiation;

(6) actively encourage and network with women educators, scientists, artists and journalists to develop their competence in decision-making, negotiations and their visions for a peaceful future;

(7) implement the advocacy of human rights by publicizing and disseminating information on the rights of women and of girls and utilize, inter alia, the mass media, and strengthen comprehensive research to reinforce the understanding of these rights;

(8) undertake a study to pinpoint specific methodological approaches and processes used by women in peace-building and to evaluate the gains achieved and the efficacity of thise approaches;

(9) develop models derived from these case-studies to be disseminated to (a) different policy research institutes which collect and process information and data for local and national decision-making bodies, (b) policy-making bodies at the local and national levels, (c) peace research institutes, (d) NGOs, and (e) different agencies of the United Nations system;

(10) in close collaboration with different educational institutions, undertake in a specified number of countries a survey of literary works written by women which deal with peace and conflict issues, and establish a bibliography of literary and sociological studies on these works, with the objective of utilizing these texts as a pedagogical tool, and including them in curriculum development of "education for peace, human rights, democracy and tolerance";

(11) establish, following the Executive Board recommendation on the 1996-1997 Programme and Budget and in the framework of the UNESCO Chairs for women's rights, Chairs on women's studies (studies in gender and development), laying specific emphasis on studies on women's perspectives in peace-keeping and social development;

(12) organize in different regions follow-up meetings to the Experts' Meeting on Women's Contributions to a Culture of Peace, in the general framework of the Culture of Peace Programme and in cooperation with United Nations initiatives in order to facilitate discussions in gender perspective mainstreaming, and taking into consideration the pertinent points in the recommendations of the second International Forum on the Culture of Peace, which will be held in Manila from 26 to 30 November 1995;

(13) undertake research in the role of the media in conflict situations, especially on how they adversely affect women and girls in such situations;

(14) undertake a feasibility study on co-production between UNESCO and private media of a series of documentaries and short films, as well as radio broadcasts specially targeting rural areas, utilizing the technical expertise and networks of IPDC and OPI, on Women's Contribution to a Culture of Peace.

Chapter II. UNESCO activities relating to articles of the Convention on the Elimination of All Forms of Discrimination Against Women

A. Article 6 on appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of the prostitution of women

UNESCO organized an international experts' meeting at Seoul to present the activities carried out by the Network for a New Convention against the sexual exploitation of human beings. It will be recalled that the Network for a New Convention against the sexual exploitation of human beings (referred to in this report as the Network) was established, with the support of UNESCO, following the international conference at Brussels on 8 March 1993 organized by the French Community of Belgium, the International Federation of Leagues of Human Rights (FIDH/IFHR), the Coalition Against the Traffic in Women, which is made up of 80 associations in Asia, Latin America, Europe and the United States, and the International Women's Alliance. These founding members were joined by a very large number of associations, particularly during the last Preparatory Conference for the United Nations Fourth World Conference on Women, which was held in New York in March 1995.

The purpose of this meeting was also to present the Network's activities at the NGO Forum of the United Nations Fourth World Conference on Women (Beijing, 31 August-8 September 1995) and to establish links between the NGOs and the intergovernmental Conference.

Since the Brussels Conference in March 1993 the efforts of the Network and UNESCO had been directed towards preparing for the NGO Forum in Beijing. The internatioal experts' meeting on violence and the sexual exploitation of human beings held at Seoul from 12 to 15 June 1995 made it possible to assess these efforts and to finalize the documents on which the Network was to base its activities in Beijing, namely, a declaration, called the Seoul Declaration For A World Without Sexual Exploitation, a folder and a poster (see annex I., the Seoul Declaration).

The main activity organized with the support of UNESCO at Beijing was a round table entitled "Forum on a Global Human Rights Crisis: Sexual Exploitation, Worldwide Sex Trafficking, Sex Tourism and Prostitution."

This round table, which was held in excellent working conditions -- one of the largest rooms in Huairou (a capacity of 300), interpretation into English, French and Spanish, and the presence of many journalists of the written and filmed press -- was intended to present the work of the Network to the public, with the goal of establishing a working group within the United Nations to consider means for strengthening international action, including existing international law and its implementation. To that end, the Network had prepared a draft convention on the sexual exploitation of human beings including prostitution and a programme of long term and short term action against violence and the sexual exploitation of human beings which had been adopted at the international experts' meeting organized by UNESCO at Seoul (Republic of Korea) in June 1995 (see Seoul Declaration: for a world without sexual exploitation, annex I).

The work was carried out in two stages. The first was devoted to reports by members of the Network both on their experiences in combatting sexual exploitation and supporting women and child prostitutes in their countries or regions and on the traffic itself and the modes of exploitation employed in their countries. The reports were presented by Jean d'Cunha (India), Cecilia Hoffman (Philippines), Ninotchka Rosa (USA), Fatoumata Sire Diakite (Mali), Kathleen Mahoney (Canada), Marlene Sandoval (Chile), Hafidha Shekir (Tunisia) and Yayori Matsui (Japan), and Janice Raymond, executive co-director of the Coalition Against Trafficking in Women, summed up the varying experiences.

The second theme of the round table, which dealt with analysis and identification of the means of strengthening international action against prostitution and trafficking, was introduced by Wassyla Tamzali, the Coordinator of Activities Relating to Women and representative of UNESCO. Zoraida Ramirez Rodriguez (Venezuela), the chairwoman for Latin America of the Coalition, Helen Sackstein, represetative of the International Abolitionist Federation, and Sabine Missistrano, Vice-Chairman of the International Federation of Leagues of Human Rights, commented on the drafts of a new convention and expressed their support for the review and strengthening of existing laws. They all emphasized the need to revise paragraphs of the draft platofrm of action (paragraphs 225 and 230 0) which was to be considered and adopted by the intergovernmental Conference. A text intended for the official delegations was adopted and widely disseminated at the Fourth World Conference.

Map of the traffic in human beings in the Asia and the Pacific Region

In connection with the Forum, a map of the sexual traffic in human beings in the Asia and the Pacific region was prepared by the Coalition (Philippine Branch) with the support of UNESCO. This map, which was considered the first stage of a world atlas of the sexual traffic, was presented and commented on at length in the round table described above as well as many workshops on the subject organized by other NGOs, together with the Seoul Declaration, which was regarded as a very important basic document.

Meeting with Mrs. Rhadika Coomaraswamy, United Nations Special Rapporteur on violence against women

On 5 September 1995, members of the Network met with the Special Rapporteur to communicate to her their concern over the description of prostitution in some official United Nations reports as "sex work" rather than a violation of human rights within the spirit of the United Nations Convention of 1949 on the traffic in human beings and sexual exploitation, and to call attention to a regression of international opinion on this subject. The members of the Network expressed their disagreement with certain proposals, including those supported by some European countries, which contribute to acceptance of the idea that there exists in the world a freely exercised and consensual prostitution which should be assimilated to a form of work like any other work and a compulsory prostitution which should be condemned and repressed by international action.

The Network believes that prostitution is a violation of human rights and that to permit and regulate prostitution is an insult to human dignity and, what is more, facilitates and rationalizes the development of all forms of

prostitution. Behind the screen of a group of women prostitutes, very much in the minority, mostly Western and coming from great urban centers, who demand the recognition of prostitution as a profession, a filthy traffic in women and in children of both sexes is carried on, accompanied by torture, rape and sequestration.

The fears of the Network were in fact confirmed since the platform of action to be adopted by the intergovernmental conference makes a distinction between free prostitution and forced prostitution and includes no reference in its article 230.0 to the 1949 Convention which is the only United Nations instrument on the subject but is rejected by the lobby of those wishing to see prostitution granted the status of work.

Meeting with Queen Fabiola of Belgium

This meeting, which took place in China at the embassy of Belgium on 12 September, was organized at the request of the Queen in order to enable her to hear distinguished persons on this question and to acquaint herself with their points of view on the work of the conference, including paragraphs 225 and 230.0.

Those invited to this meeting were Renata Roem, an officer of the World Federation of Methodist Women, Aurora Javate de Dios of the Commission on the Role of Philippine Women and a member of CEDAW, Lisbeth Palm, chairwoman of the National Committee of the World Congress Against the Sexual Trade in Children which is to be held in Sweden in 1996, Helen Sackstein, an officer of the FAI, Mrs Olof Olafsdottir, head of the Equality Section and director for human rights in the Strasbourg Council, and Wassyla Tamzali, the Coordinator for Activities Relating to Women at UNESCO.

The meeting made possible a review of the paragraphs of the platform of action devoted to prostitution. Several aspects of the problem were also raised, but the prevailing view was that it was urgent to organize a high-level meeting in order to alert public opinion and decision-makers to the consequences of adopting new regulations on trafficking and prostitution, particularly those aimed at recognizing prostitution, and consequently certain forms of trafficking, as legal and authorized.

After Beijing

The idea of an international high-level meeting under the patronage of Queen Fabiola provides an excellent working basis. UNESCO might propose to Queen Fabiola of Belgium that she be the co-organizer of this meeting. Moreover, the UNESCO Programme of Action for 1996-1997 gives a large place to prevention in sensitive places such as schools, borders and immigration offices in its effect on prostitution.

The discussions at Beijing, both in the Forum and the intergovernmental conference showed the importance both of taking specific measures of education and prevention and carrying out informational activities and raising the awareness of decision-makers on this question, which is also a political question and requires a very firm commitment by States to combat this scourge.

The Seoul Declaration will be an excellent working document and its main proposals should be taken up and proposed to our institutional and associational partners.

B.Article 10 on education

Article 10 concerns UNESCO more specifically. UNESCO's contribution to the implementation of this article is important.The information given here is not exhaustive. For more details, see annex II of this document, which contains the report of the Director-General on the activities carried out in 1994-1995 and supplements the information given here.

1. Eliminating stereotype concepts of the role of men and women in education

As far back as 1985, UNESCO produced a manual entitled Down With Stereotypes which analyzed the treatment of the role of sexes in textbooks and identified sex stereotypes as well as pointing out positive and gender-sensitive projection of both sexes. It also laid out guidelines for textbooks, writers, illustrators, producers and publishers.

UNESCO has also commissioned and printed a series of studies on sex stereotypes in textbooks in countries such as China, India and the Arab States.

2. Providing the same opportunities for access to continued education including adult and literacy programmes

A regional project entitled "Skills-based Literacy Programme for Women" was designed to train non-formal educators in seven countries in Asia and the Pacific to prepare and implement curricula on basic education for women which are gender-sensitive and take into accout the new and emerging role of men and women both at work and at home.

As a result of this project, more than 500 literacy and post literacy materials promoting gender equality and work were produced in these countries. The project was later adopted by another United Nations agency and implemented in South Asia, including Bangladesh, India, Pakistan, Bhutan and Sri Lanka.

The training experience gained through this project culminated in a manual for curriculum developers entitled "Educate to Empower" which has been translated into 13 languages of Asia and the Pacific, including Bahasa, Melayu, Tok Pisin, Bangla and Thai.

3. Policy making

In the framework of "Priority Africa" UNESCO, in collaboration with UNICEF and the Government of Burkina Faso, organized a Pan-African Conference on the Education of Girls in Ouagadougou, among women politicians and leading educators in the countries concerned.

Likewise, in the Asian countries UNESCO and its member States made a Kuala Lumpur Declaration along the same lines as the Ouagadougou Delaration and promoting girls' and women's education as a regional policy.

In Asia and the Pacific, a similar regional seminar on policy-makers for the promotion of girls' and women's education was organized at which a policy and implementation guidelines for equitable education was produced.

4. Increasing public awareness and support of girls' and women's education

In collaboration with UNICEF, a special series, EFA- Making It Work, which aims at documenting and distributing innovative experiences in basic education, has produced five very attractive booklets entitled In Our Own Hands (Bangladesh), Within Reach (India), Breaking Through (Senegal) and Daughters of the Earth (China).

5. Technical and vocational education

In order for women to be active participants in social and economic life, provision of technical and vocational education and training for girls and women plays a key role. However, technical and vocational education is a mirror reflecting the labour market and it is never free from the social and cultural biases now prevailing in this area. Within the framework of the International Project on Technical and Vocational Education, UNESCO is paying special attention to the involvement of women and girls in technical and vocational education and training.

UNESCO has initiated a Project on the Promotion of Equal Access of Girls and Women to Technical and Vocational Education. Under this project, case studies were undertaken in 15 member States from all over the world.

In July 1995, an international experts' meeting took place in Seoul, Republic of Korea. At the end of the meeting, a statement for the Beijing Conference was adopted by the participants.

6. Preventive education

For the time being, no exhaustive studies have been carried out on women, drug abuse and prevention, but the possible hypotheses are that:

i) Female drug abusers have specific cultural features which might enable them to benefit from special preventive education;

ii) The role of women as intervening agents of social development, particularly to prevent drug abuse, should be enhanced. Furthermore, taking into account the positive influence among peer groups, women should be trained to act as preventive education actors for female at risk behaviours.

However, what we know with certainty and what is the reason for UNESCO's engagement in this field is that children, particularly girls, are vulnerable and relatively easy for dealers to manipulate. The rapid spread of drug sniffing among very young children has become a devastating worldwide problem. Consequently, this action through education should increasingly be undertaken among this population. UNESCO's preventive education activities are therefore targeted to both in-school and out-of-school populations, with priority given to the former.

The UNESCO/UNICRI (United Nations Interregional Crime and Justice Research Institute) project "Promoting Women's Action in Substance Abuse Prevention in the Mediterranean" has been approved for funding by the European Commission.

The overall objective of this project is to promote women's participation in demand reduction and the quality of life through preventive education.

The project will be implemented at the level of six Mediterranean countries: Morocco, Tunisia, Egypt, Syria, Lebanon and Jordan. The feasibility phase, which includes the following activities, will be undertaken between June and September 1995:

-- Collection of data on women and the problems raised as a result of substance abuse.

-- Identify target groups and communities in which to implement project activities.

-- Establish contacts and identify resources (individuals and institutions) to allow national implementation.

-- Elaborate a detailed project document to be submitted to potential donors for funding.

7. Humanistic, cultural and international education

UNESCO's actions in the field of education for peace, human rights and democracy are also paying attention to the questions related to the elimination of discrimination against women in education. Among the most recent actions to this end mention should be made of the following.

The 44th session of the International Conference on Education (ICE) (Geneva, October 1994) adopted a Declaration which includes among other things a commitment by Ministers of Education "to take action to eliminate all direct and indirect discrimination against girls and women in education systems and to take specific measures to ensure that they achieve their full potential." The Draft Integrated Framework of Action on Education for Peace, Human Rights and Democracy considered by the Ministers at this session and to be submitted to the 28th session of the General Conference of UNESCO for approval also includes references to the promotion of the rights of women fundamental in education for peace, human rights and democracy.

The preliminary version of UNESCO's teaching/learning guide entitled "Tolerance: the Threshold of Peace" considers sexism that excludes women from full participation in society a severe form of intolerance. The guide provides some examples of teaching tolerance with a view to eliminating discrimination against women.

Lastly, it should be noted that the resolution presented in Chapter I, B. is directly related to Article 10 (c). Reference should also be made to the "Manifesto for an Education for a Culture of Equality" which was reported on at the 13th session. A roundtable organized with UNESCO's support at the Fourth

World Conference on Women in Beijing conducted a discussion of this Manifesto in which the Coordinator for human rights and Mrs. Cristina Alberdi, a Spanish Minister and Chairwoman of the European Group at the Beijing Conference participated.

UNESCO hopes that the collaboration begun with CEDAW will be continued and is prepared to examine with the members of the Committee the modalities for this cooperation.

C. Article 16 on the family and marriage

The question of the status of women in the family was at the centre of UNESCO's preparatory activities for the NGO Forum in Beijing. Those activities dealt essentially with the status of women in Islamic countries and made it possible to present to the Forum in the form of a "parliament", the parliament of women in Islamic countries, the various positions on the codes and status of women in the family in the countries of Islamic tradition.

1. The round table, entitled "the Parliament of women in Islamic countries" was organized by the Collectif 95 Maghreb Egalite, the Friedrich Ebert Foundation and UNESCO. It was held on 3 September 1995 at Huairou. Proposals aimed at guaranteeing the equality of women and men in countries of Islamic tradition were presented to the public in the form of a document entitled "The hundred measures and provisions."

2. That document, consisting of an explanatory text and a set of legal articles regulating the relations of persons in marriage, divorce and matters of inheritance, was prepared by the "Collectif 95 Maghreb Egalite", a non-governmental association which includes all of the Maghreb associations and which for three years carried out surveys, stimulated thought among its members and NGO affiliates and organized discussions in order to prepare this document as well as two other documents to be disseminated at the Fourth United Nations Conference on Women at Beijing. The second of the documents dealt with the status of ratifications and implementation of the conventions and international agreements dealing with women in the countries of the Maghreb and was published under the title "Maghrebines sous reserves", referring to the many reservations expressed by the ratifying countries -- reservations which were on the whole expressed with reference to Islam and the Shariah. The third document published by the Collectif was a Maghreb report on the situation of women in Morocco, Algeria and Tunisia.

3. To discuss these proposals the idea had been conceived of convening an imaginary parliament whose "members" would be chosen from among the representatives of NGOs struggling for recognition and implementation equal rights for men and women in Islamic countries. The persons chosen would represent outlooks and currents of opinion which while seeking the same goal had different approaches. The Beijing meeting would provide an opportunity to assess these differing approaches. The "parliamentarians" would be from countries of Islamic tradition, Asian as well as African and Arab.

4. Sixty "parliamentarians" from Malaysia, Bangladesh, Pakistan, India, Iran, Afghanistan, Mali, Algeria, Tunisia, Lebanon, Syria, Jordan, Egypt and

Palestine, made up the "Parliament." It was chaired by Asmaa Khadr, a jurist and chairwoman of the Union of Jordanian Women. The meetings of the Parliament were open to the public, and it was attended by "observers" -- representatives of NGOs not directly involved with the questions raised by Islam but who wished to express their support for the work of Collectif 95 Maghreb Egalite.

5. The Director-General of UNESCO, accompanied by Mrs. Rigoberta Menchu, who thus became the great witness of the struggle of women in Islamic countries, addressed the "parliamentarians", emphasizing that the main reason for his visit was the NGO Forum. He repeated his support of non-governmental action and expressed very clearly the importance UNESCO attached to the meeting and his pleasure at the excellent cooperation between the agency and the Collectif in the preparation of the Parliament. An Algerian participant movingly thanked Mr. Federico Mayor on behalf of all the women of Algeria for his stand against the violence in Algeria.

6. The discussion following the presentation of the "100 measures" by a member of Collectif 95 Maghreb Egalite developed three main approaches, each of them representing a current of thought among feminists working in the various cultural areas affected by Islam, in Asia and Africa as well as the Arab countries and Europe. These three approaches may be outlined as follows:

7. The first approach holds that equality of men and women can be achieved through a rereading of Islam and a return to the thought of the Prophet Mohammed. What is generally presented as following from the religious texts is a betrayal of the original thought. The Koran represented a historic advance for the status of women, the Muslim religion was the first to give women rights which, seen in historical context, can be characterized as innovative if not revolutionary. The interpretation and implementation of Islam is the work of patriarchal societies hardly altered by the demands of the religious message. Anthropology, culture and the supremacy of male power have won out over religion. It is improper to refer to Islam today to justify the refusal to recognize the equality of women and men in Muslim societies.

8. The second approach holds that one of the specific characteristics of Islam is its openness and the possibility of adapting it to the social life and needs of the present. The Muslim societies confronted with the crises and social changes of the present should make the effort required -- the Ijtihad -- to adapt the dogmas laid down over previous centuries by the various schools of Muslim law to modern times. The unique example of this is Tunisia, which has placed its development within the framework of Ijtihad, that is, an effort to adapt to the present while respecting religious traditions. It can be regarded as a successful example.

9. The third position is that religion must be separated from the governance of societies and the confusion between the notions of identity and citizenship left behind. The States concerned should fulfil the commitments they assumed in joining the United Nations system by adopting the principle of equality of the sexes, which is an indivisible part of the general principle of human rights. They should ratify the United Nations Convention of 1979 on the elimination of all forms of discrimination against women or withdraw the reservations they have expressed.

10. These passionate and thoughtful discussions, at a high level of learning, set against each other the different modes of access to the principle of equality, each of them marked by the political conditions of the countries from which the "parliamentarians" came. And if the response to Algeria, which resolutely upheld the separation of religion from the state, was less firm from some other countries, the common goal -- that of the equality and freedom of women in countries of Islamic culture -- was unanimously recognized as a basic principle for the future of Muslim societies and a moral imperative.

11. The parliamentarians, who emphasized in their statements that they considered Beijing a crucial and positive point of departure for the future, reaffirmed their commitment to pursuing the work begun by the Collectif. This determination to go on was the more pronounced because of the difficulties encountered in holding the parliament, relating to obtaining a room and interpretation services. Whether or not these obstacles were deliberate, the massive presence at the Beijing NGO Forum of fundamentalist groups whose actions and doctrines were opposed to those of the "parliamentarians", namely that equality of men and women was a necessity and that Islam in itself should not be considered an obstacle, underlined the importance of the discussion initiated by the parliamentarians and the work of Collectif 95 Maghreb Egalite.

This meeting was regarded as crucial for the post-Beijing period by the women of those different regions. It also cast a clear light on article 16 of the Convention and its implementation in countries of Islamic tradition.

Chapter 3. Women and the Media

Although the media are not specifically mentioned in the Convention, UNESCO considers them a powerful instrument for implementing the Convention's philosophy, that is, full application of the principle of equal rights for men and women, and an appropriate means for making the voice of women heard.

An international symposium on "Women in the Media: Access to Expression and Decision-Making" was held at Toronto from 28 February to 3 March 1995.

Aimed at eliminating discrimination in expression and decision-making in and through the media, the symposium was the culmination of an activity involving seven preparatory regional workshops.

These regional workshops (Apia/Pacific, Harare/South and East Africa, Kuala Lumpur/Asia, Quito/Latin America, Santiago de Cuba/Caribbean, Tirnovo/Europe and Tunis/West and Central Africa and Arab countries) led to the formulation of priority recommendations and plans of action to improve the access of women to expression and decision-making in and through the media without interfering with freedom of the press and taking into account specific contexts.

At the end of its work, the international symposium adopted a series of recommendations known as the "Toronto Platform."

The results of all of these activities have been one of the main contributions of UNESCO to the preparation of the Fourth World Conference on Women.

The Toronto Platform of Action is a unique document of strategic importance in promoting freedom of expression and the free movement of ideas without any discrimination and for ensuring that the media become a resource for the advancement of women as full partners in development and the construction of peace and democracy.

Chapter 4. Platform Plus

Platform Plus, a document adopted at UNESCO headquarters in Paris following an international conference organized by the International Federation of Leagues of Human Rights (FIDH/IFHR), the European Community and UNESCO on 30 and 31 May 1995, deals with the problems raised by recognition of the equal rights of men and women in various regions and cultures and the strengthening of machinery for the monitoring and implementation of international standards on the subject, particularly those directly relating to CEDAW.

The signatories, representing about one hundred NGOs throughout the world, reaffirmed the primacy of the principle of equality in law of men and women as guaranteed by international instruments, and a number of principles and ideas which had been central to the discussions in Beijing (see Platform Plus, Annex III).

In addition, Platform Plus was submitted by IFHR as a written communication to the Commission on Human Rights and the Sub-Commission on the Elimination of Discrimination and the Protection of Minorities at its 47th session (E/CN.4/sub 2/1995/NGO 44). The document was also widely disseminated at the NGO Forum of the Fourth World Conference on Women at Beijing and was the basis for much discussion. The main organizers agreed to continue their cooperation and to conduct a broad awareness campaign among women's organizations throughout the world on the basis of the document. As regards UNESCO, Platform Plus will be used as a part of its legal literacy programme, like the Convention on the Elimination of All Forms of Discrimination itself.

Chapter 5. Statistical tables for education in the countries submitting reports at the 15th session of CEDAW

Table1.

Country	Estimated number of adult illiterates				Estimated adult illiteracy rates (%)		
	1980		1995		1995		
	Total (000)	%F	Total (000)	%F	Total	Male	Female
Ethiopia	15 117	57	19 052	57	64,5	54,5	74,7
Cuba	716	58	364	55	4,3	3,8	4,7
Paraguay	241	62	235	59	7,9	6,5	9,4
Philippines	2 911	55	2 734	53	5,4	5,0	5,7
Hungary	96	71	59	62	0,8	0,7	1,0
Ukraine	2 219	...	483	...	1,2	...	...

/...

ENROLMENT RATIOS BY LEVEL OF EDUCATION

COUNTRY	YEAR	SEX	PRE-PRIMARY GROSS	FIRST LEVEL GROSS	FIRST LEVEL NET	SECOND LEVEL GROSS	SECOND LEVEL NET	1ST + 2ND LEVELS GROSS	3RD LEVEL GROSS
ETHIOPIA	Age-group		(4-6)	(7-12)		(13-18)		(7-18)	(19-23)
	1980	MF	...	34	...	8	...	22	0.4
		M	...	44	...	11	...	29	...
		F	...	23	...	6	...	16	...
	1992	MF	1	23	...	11	...	18	...
		M	1	27	...	12	...	20	...
		F	1	19	...	11	...	15	...
CUBA	Age-group		(5)	(6-11)		(12-17)		(6-17)	(18-22)
	1980	MF	59	106	95	81	..	93	17.3
		M	59	109	95	79	...	94	17.8
		F	59	103	95	83	...	93	16.7
	1993	MF	94	104	100	77	58	90	...
		M	107	104	99	73	55	88	...
		F	81	104	100	81	62	92	...
PARAGUAY	Age-group		(6)	(7-12)		(13-18)		(7-18)	(19-23)
	1980	MF	12	104	87	26	..	67	8.3
		M	...	107	88	...	...	...	...
		F	...	100	86	...	...	...	...
	1993	MF	41	112	96	37	32	79	9.9
		M	40	114	97	36	31	79	10.7
		F	42	110	96	38	33	78	9.2
CYPRUS	Age-group		(2-5)	(6-11)		(12-17)		(6-17)	(20-24)
	1980	MF	..	104	100	95	87	99	4
		M	...	104	100	95	86	99	5
		F	...	104	100	95	88	99	3
	1993	MF	63	101	97	95	91	98	15
		M	63	101	97	94	90	98	14
		F	63	101	97	96	92	99	16
ISRAEL	Age-group		(2-5)	(6-13)		(14-17)		(6-17)	(18-22)
	1980	MF	71	95	...	73	...	88	29.4
		M	73	...	...	...	...	...	28
		F	69	...	...	...	...	...	31
	1992	MF	81	95	...	87	...	93	35.3
		M	...	95	...	84	...	91	35.3
		F	...	96	...	91	...	94	35.4
PHILIPPINES	Age-group		(5-6)	(7-12)		(13-16)		(7-16)	(17-21)
	1980	MF	4	112	94	64	45	94	24.4
		M	...	114	95	60	42	94	22.5
		F	...	110	92	69	48	94	26.2
	1994	MF	...	111	...	81	...	99	...

/...

Table 3. Scientific and technical manpower

ST = Stock of qualified manpower EA = Economically active qualified manpower

Country	Year	Type of data	Total	Potential scientists and engineers		Potential technicians	
				Total	F	Total	F
			(1)	(2)	(3)	(4)	(5)
Belgium	...	...	...	...	...	...	...
Cuba	1981	ST	...	139 469	55 924	...	...
Cyprus	1987	EA	*42 866	*25 222	*7 352	*19 644	*10 350
Ethiopia	1984	ST	...	47 113	12 476	...	...
Hungary[1]	1990	EA	517 650	517 650	232 300	J.	J.
Iceland	...	...	...	...	...	...	...
Israel[2]	1984	EA	349 410	174 518	69 500	174 792	99 000
Paraguay	...	...	...	...	...	...	...
Philippines	1980	ST		1 770 762	1 006 402	...	...
Ukraine[3]	1989	EA	6 822 000	2 942 000	...	3 880 000	...

[1] Data for technicians are included with those for potential scientists and engineers.
[2] Data refer to the annual civilian labour force.
[3] Refers to specialists in the national economy, i.e. persons having completed education at the third level for potential scientists and engineers and secondary specialized education for technicians.

Symbols used:

... Data not available
J. Data included elsewhere with another category

Technical notes:

Total stock of qualified manpower (ST): comprises the total number of persons who possess the necessary qualifications to be scientists, engineers or technicians, regardless of economic activity (production, S&T activities, the professions, as gainful employment, etc.), age, sex, nationality or other characteristics, present in the domestic territory of a country at a given reference date.

Number of economically active qualified manpower (EA): includes all persons, as specified above, who are engaged in, or actively seeking work in, any branch of the economy at a given reference date.

(N.B. Missing data on potential scientists and engineers have been estimated by UNESCO using the number of persons who have completed education at ISCED levels 6 and 7; for potential technicians, missing data have been estimated using the number of persons who have completed education at ISCED level 5.)

COUNTRY	YEAR	SEX	PRE-PRIMARY GROSS	FIRST LEVEL GROSS	FIRST LEVEL NET	SECOND LEVEL GROSS	SECOND LEVEL NET	1ST + 2ND LEVELS GROSS	3RD LEVEL GROSS
BELGIUM	Age-group		(3- 5)	(6-11)		(12-17)		(6-17)	(18-22)
	1980	MF	103	104	97	91	...	97	26
		M	103	104	97	90	...	97	28.9
		F	104	103	98	92	...	98	23
	1991	MF	111	99	96	103	88	101	...
		M	111	99	95	103	87	101	...
		F	111	100	97	104	90	102	...
HUNGARY	Age-group		(3- 5)	(6-13)		(14-17)		(6-17)	(18-22)
	1980	MF	96	96	95	70	...	88	14.1
		M	97	96	94	72	...	89	13.9
		F	95	97	95	67	...	83	14.4
	1993	MF	114	95	92	81	75	90	16.9
		M	115	95	91	79	72	89	15.6
		F	112	95	92	82	77	90	18.2
ICELAND	Age-group		(5- 6)	(7-12)		(13-19)		(7-19)	(20-24)
	1980	MF	48	99	...	86	...	92	16.9
		M	...	...	...	89	...	...	13.1
		F	...	...	...	82	...	...	21
	1992	MF	46	100	...	103	...	102	...
		M	46	102	...	105	...	104	...
		F	46	98	...	101	...	100	...
UKRAINE	Age-group		(3- 6)	(7-11)		(12-16)		(7-16)	(17-21)
	1980	MF	60	102	...	94	...	98	41.6
	Age-group		(3- 6)	(7-10)		(11-17)		(7-17)	(18-22)
	1993	MF	54	87	...	80	...	82	...
		M	...	87	...	65	...	73	...
		F	...	87	...	95	...	92	...

Note: Cyprus: Not including Turkish enrolment and population
Source. Statistical Yearbook 1995 - Table 3.2

ANNEXES

Annex I. Seoul Declaration

Annex II. 28C/22

Annex III. Platform Plus

Annex I

Seoul Declaration: For a World Without Sexual Exploitation
(12-15 June 1995)

We, the participants in the International Experts' Meeting on Violence, Sexual Exploitation of Human Beings, made up of thirty experts and observers, including representatives of non-governmental organizations from each world region, met in the Republic of Korea, at the invitation of the Women's Development Institute and UNESCO, from 12 to 15 June 1995, to share information and develop strategies aiming to put an end to the sexual exploitation against human beings worldwide,

Reaffirm:

I. Human rights are universal, inalienable and indivisible.

II. Sexual exploitation violates the human rights of all those who are exploited, regardless of the age, gender, race, ethnicity or class of the victim.

III. Sexual exploitation takes many forms, including military prostitution, street prostitution, brothel prostitution, casual prostitution, bride trade, "entertainment", sex trafficking, sex tourism and pornography.

IV. In many developing countries, development policies, structural adjustment programmes and the development of market economies have drvien women into service-related work that is disguised prostitution, or into sex trafficking to so-called First World countries. In both developed and developing countries, poverty has rendered women vulnerable to sexual exploitation.

V. Millions of women in prostitution and increasingly young people of both sexes throughout the world are subjected to and suffer from harm, ranging from physical violence or rape, torture, battering, kidnapping and murder to the emotional violence of being treated as an object to be used and discarded. Sexual exploitation thus is a human rights crisis of global proportions.

VI. In both wartime and times of peace, prostitution, pornography and rape have been used by the military to humiliate and destroy "the enemy", to increase the aggression of their troops and even to eradicate an entire people, as we have seen in the mass rapes of Bosnian women and the sexual slavery of hundreds of thousands of women, called "comfort women", by the Japanese military during World War II.

VII. Sexual exploitation has had a devastating effect on the lives of members of certain vulnerable groups: those of ethnic minority and indigenous status; those subjected to racial discrimination; those in the migrating process; workers in free trade zones; those in the entertainment industry, and those with disabilities that are physical and mental.

VIII. Prostitution, which involves the sale of the human body for sex, is a severe practice of sexual exploitation. Far from being an experience of

liberation and personal freedom, prostitution involves the buying and selling of human beings as chattel over whom the buyer wields absolute control and which he uses for his own ends. This is a violation of physical and psychological integrity defined by the victims as a "commercialized rape". Prostitution is interconnected with and inseparable from other forms of sexual violence, such as incest and sexual abuse of children, rape, battering of women and sexual harassment.

IX. The idea that exploitation in prostitution is a free choice exonerates society from responsibility and masks the harm done to individuals and to women as a group by disguising the powerful social, economic, political and cultural forces that push people into prostitution and maintain the sex industry.

X. Society and sex industry have conspired to render inviswible the harm of sexual exploitation. A multi-billion dollar pornography industry has emerged as a powerful instrument of socialization that erotizes sexual inequality and normalizes sexual violence. Pornography and pornography-influenced media have contributed to the legitimization of sexual exploitation and the demand for prostitution.

XI. The use of the term "commercial sex worker" and the designation of prostitution as acceptable work by States, international agencies and other bodies dignifies and legitimizes what is fundamentally one of the most extreme forms of the exploitation and oppression of human beings.

XII. Prostitution is not an individual misfortune but is an integral part of a patriarchal system that makes possible the use of sex as an instrument of violence and power. Although it assumes many different guises historically and culturally, prostitution is an act of violence that degrades and dehumanizes human beings.

XIII. Existing legal approaches -- whether regulationist, abolitionist or criminal (prohibitionist) -- do not recognize or respect fundamental rights of prostiituted women and trap them on the contrary within the system of prostitution. For the most part existing legislation addressing prostitution and the way such legislation has been applied, has failed to hold the network of pimps, establishment owners and customers accountable, but instead has exclusively resulted in the persecution of victims of prostitituion by the state (police, judges and all those involved in the criminal prosecution of prostitutes).

We urge:

XIV. All Member States of the United Nations which time and again have affirmed in various instruments their commitment to promoting and upholding human rights to recognize the reality and assume responsibility for the massive development and maintenance of prostitution and sexual exploitation of women;

XV. The United Nations Secretary-General to convene an International Public Hearing on Prostitution and Sexual Exploitation, composed of experts and non-

governmental organizations on the issues and problems of prostitution and sexual exploitation to assist Member States in the formulation of their policies;

XVI. The General Assembly to form an ad hoc Permanent Working Group on Prostitution and Sexual Exploitation, whose task would be to consider the feasibility of an optional Protocol to the 1949 Convention on the Suppression of Trafficking in Persons and the Elimination of the Exploitation of the Prostitution of Others and consider new instruments, such as a proposed convention against all forms of sexual exploitation. Specialized agencies of the United Nations and relevant non-governmental organizations should be among members of this Working Group;

XVII. The United Nations to develop a charter of humanitarian rights with a monitoring system for victims of sexual exploitation and to form a committee to provide emergency relief services for victims of prostitution and sexual exploitation;

XVIII. The United Nations to require appropriate bodies and Commissions to include in their programmes, investigations, monitoring and reporting procedures the issues and problems of prostitution and sexual exploitation, in collaboration with appropriate non-governmental organizations; to strengthen the means of action of the Special Rapporteur on Violence Against Women to allow her to effectively deal with prostitution and sexual exploitation;

XIX. The Member States to enter into bilateral and multilateral agreements and cooperation on transnational situations concerning prostitution and trafficking, such as legal actions, documentation of abuses, and services. The Convention on the Rights of the Child covers such cooperation in situations involving the sexual exploitation of children;

XX. The Member States to adopt provisions allowing them to pursue in their territory nationals who have committed crimes abroad or offenses falling within the definition of sexual exploitation even if the country authorizes these practices;

XXI. The Member States of the United Nations to adopt laws making pornography a violation of civil rights and women's rights;

XXII. The Member States to support initiatives of non-governmental organizations aimed at protecting the rights and promoting the welfare of women and children in prostitution;

ACTION PLAN

<u>Recommend to Member States:</u>

1. To repeal all laws and policies that criminalize prostitute women and to impose criminal and other sanctions on the customers;

2. To enforce and to apply new and existing laws against pimps, procurers, traffickers and their accomplieces. Prosecutors must be provided with necessary

resources to investigate these cases while protecting the safety of victims and other witnesses;

3. To apply, in situations of sexual exploitation and violence, existing laws on violence and torture in accordance with international instruments;

4. To ensure prostitute women access to the judicial system to pursue criminal and civil actions against perpetrators without fear of discrimination, retaliation and retribution;

5. To allow organizations defending the human rights of victims of sexual exploitation to go to court on their behalf;

6. To provide legal measures and services to handle the sexual exploitation of women and children, especially in difficult circumstances, particularly during the migration process, ethnic and communal conflicts as well as under conditions of evacuation, detention and war;

7. To insert, in line with the Decade on Human Rights Education, the teaching of human rights in general, and women's human rights in particular, and the issue of violence against women including prostitution in the curricula of all educational institutions at all levels;

8. To develop gender-sensitive data and research on the forms, incidence and effects of sexual exploitation of women and children in different countries;

9. To promote free and elective education, training, counseling and consciousness-raising programmes in collaboration with non-governmental organizations with the objective of empowering women in prostitution and enabling them to lead independent lives, as well as programmes for the children of prostitute women with the goal of breaking the cycle of prostitution;

10. To train and inform law enforcement personnel, health care workers and police called upon to deal with victims of prostitution about the effects of violence against women and sexual exploitation;

11. To provide resources to support activities of observation, research and advocacy by non-governmental organizations working to end the sexual exploitation of women in the media and through other technologies;

12. To encourage media to formulate guidelines to counter the growing culture of sexual violence;

13. To make health services aimed at curbing HIV/AIDS consistent with the basic human rights of prostituted women and not to impose discriminatory and restrictive controls;

14. To set up free and elective health services that take into account the physical and emotional conditions of prostitute women, and to ensure that health care personnel provide them with the assistance and information required to ensure their safety;

15. To provide sanctuaries for women in prostitution and other victims of sexual exploitation and other resources to meet their basic human needs.

To conclude, the members of the Seoul group of experts and the signatories of this declaration declared themselves willing to work resolutely in favour of a world where sexual exploitation no longer exists, and to use all their powers to make sure that measures included in the Seoul Declaration and its Plan of Action are implemented.

SUMMARY

Under the terms of resolutions 16.1 and 13.2 adopted by the General Conference at its nineteenth and twentieth sessions respectively, the Director-General is invited to present at biennial intervals, to the Executive Board and then to the General Conference, a report describing the activities carried out by the Organization in its fields of competence as a contribution to improving the status of women.

In addition, resolution 13.2 adopted by the General Conference at its twenty-first session, resolution 14.2 adopted at its twenty-second session, resolution 14.2 adopted at its twenty-third session, resolution 14.1 adopted at its twenty-fourth session, resolution 109, paragraph 3(a), adopted at its twenty-fifth session and resolution 11.1, adopted at its twenty-sixth session, invite the Director-General 'to broaden and deepen the examination of obstacles to female participation in UNESCO's activities and to intensify his efforts to remove such obstacles, and to improve the career opportunities for women currently employed by UNESCO both at Headquarters and in the field' and 'to submit regular reports to the Executive Board and the General Conference on the results of these efforts'.

This report has been drawn up in pursuance of these resolutions. It follows on from documents 20 C/17, 21 C/16, 22 C/17, 23 C/18, 24 C/16, 25 C/15 and 26 C/15 and covers the period 1994-1995. It describes all that the Organization has done inside the Secretariat, in Member States and within the framework of the United Nations system to contribute to improving the status of women.

INTRODUCTION

1. This report (28 C/22) has been drawn up pursuant to resolutions adopted by the General Conference since its nineteenth session, and is the ninth of its kind. It covers the most recent Programme and Budget (1994-1995) of the Medium-Term Plan for 1990-1995. During this period, the draft Medium-Term Strategy for 1996-2001 and the Draft Programme and Budget for 1996-1997 were drawn up. The 1994-1995 biennium was also the one in which preparations were made for UNESCO's participation in the Fourth World Conference on Women: Action for Equality, Development and Peace (4-15 September 1995) at Beijing, and in the NGO Forum.

2. In its resolutions 3.11 'Network of women's centres for promoting cultural exchange in the Mediterranean', 4.3 'Women and the media' and 11.1 'Women', the General Conference at its twenty-seventh session strengthened, and in some cases supplemented, the activities of planned and budgeted programmes, and defined specific strategies.

3. In 144 EX/Decision 5.1.4, the Executive Board invited the Director-General, when making preparations for the Beijing Conference, to take into account the action strategy employed under the transverse programme for women and, more particularly, the specific programme 'Women, science and technology'.

4. Finally, it should be recalled that, at its most recent session, the Intergovernmental Council of the International Hydrological Programme (IHP), in its resolution 'Women and water resources', requested UNESCO and the Member States to promote projects for and with women in this field, to appoint more women to be members of the IHP working groups and to propose a draft resolution on this issue to the General Conference at its twenty-eighth session.

5. The execution of the 1994-1995 programme followed the 'dual strategy' adopted by the Medium-Term Plan for 1990-1995, which involved the planning of activities specifically related to women in the various programme areas, the integration of the 'female dimension' into all the Organization's activities and the co-ordination of such activities by a central unit. Across the entire range of programme activities, four programme actions specifically aimed at women were adopted in document 27 C/5 Approved: (i) to increase the participation of women in conventional forms of basic education (paras. 01 109-01 1 10), (ii) to enhance scientific and technological literacy and the participation of girls in science and technology education (paras. 01212-01213), (iii) to introduce informatics studies to the young, especially women, in order to facilitate their entry into the world of work (para. 04405), and (iv) elimination of all forms of discrimination against women (paras. 05228-05233). In addition, it should be noted that many activities have been identified and implemented within the framework of the dual strategy. It should also be noted that all the activities of the Organization concern men as well as women. Only those activities relating specifically to women or focused on a gender-related issue are presented in this report. Activities from which women have benefited (grants, training courses, participation in UNESCO meetings') are not dealt with exhaustively.

I. REPORT ON ACTIVITIES DURING THE BIENNIUM

I.1 Major Programme Area 1: Education and the future

6. Under the programme action to 'increase their participation in conventional forms of basic education' (paras. 01109-01110), the strategy adopted has been to implement this programme at national and regional levels and to decentralize nearly all activities.

7. With regard to Africa, where activities enjoyed twofold priority under the headings of 'Africa' and 'women', a large number of activities undertaken in this region were geared to the advancement of women, and many specific activities were related to the issue of women and gender differences. A document in English and French, 'Educating girls and women in Africa', which will be distributed at the Beijing Conference (para. 01110), will report on UNESCO's efforts in this field. Ministers and senior officials of eight countries of the Sahel met from 19 to 23 January 1994 in Dakar for a subregional conference on 'the education of girls in the countries of the Sahel' (World Bank/UNESCO). An International Consultation on Women's mid Girls' Education in the Least-Developed Countries, the majority of which are African, was held at Headquarters from 18 to 21 April 1995, pursuant to the recommendations of the Ouagadougou Declaration, with the main objective of establishing a plan of action on the, education of girls and women and social development (para. 01114).

8. In this region, efforts focused on training teachers and making them aware of the problems of gender-based discrimination in education and on the training and the promotion of women teachers to decision-making posts in the field of educational planning. A contract was concluded with the Forum for African Women Educationists (FAWE), an NGO whose members are senior women officials such as ministers and planners, for the preparation of teaching materials and the training of women teachers. The 31 December Women's Movement of Ghana, under another contract, equipped pre-school education centres and trained activity organizers. Teacher-training modules on gender-based discrimination were also put into practice in Niger and Burkina Faso (para. 01110). Furthermore, in Burkina Faso, Malawi, Ghana, Namibia and Mali, workshops were held on guidance for girls. Lastly, to expand the participation of girls in conventional forms of basic education, in 1994-1995 BREDA Conducted seven national studies in English- and French-speaking Africa (para. 01109-BREDA).

9. Projects in collaboration with UNICEF were, developed, which confirmed the need for co-operation in the field for the- benefit of the population groups concerned. With the Nigerian Primary Education Commission, research has been conducted on the development of basic education curricula for girls (para. 01110-Lagos). A consultation held in Nairobi from 10 to 14 April 1994 led to the preparation of a plan to promote the education of girls, which implies close, Co-operation among communities, schools and institutions.

10. With regard to the Arab States, resolution 6 adopted by the fifth Regional Conference of Ministers of Education (MINEDARAB V) called for an evaluation of strategies implemented, the preparation of a regional declaration and the establishment of a network that would cater in particular for rural and deprived women. In Qatar, from 27 to 29 May 1995, a draft declaration was prepared along

those lines for presentation at Khartoum between 14 and 17 August 1995 (paras. 01109-01110-UNEBAD). In this region, where the issue of schooling for girls at primary and secondary levels continues to be a cause for concern (in 1990, the gross enrolment rate for girls in primary education was 74.1 per cent compared with 92.2 per cent for boys and 45.7 per cent and 60.2 per cent respectively in secondary education), priority was given to the identification of new Opportunities for girls not enrolled in school: two pilot projects were launched in Jordan and Sudan. A workshop will be held in Egypt in November 1995 to organize the collection of basic data on the education of girls in rural areas and to offset the near-total absence of statistics in tills field (para. 01134-UNEBAS).

11. But the gap between girls and boys widens further at university level (,in 199(), the gross enrolment rate for girls in tertiary education was 8.7 per cent, compared with 14.7 per cent for boys). An experimental project to inform and guide girls and the communities concerned has been carried out with the University of Bahrain. After evaluation, this project will be continued in other countries of the region.

12. Illiteracy rates are also very high among women. It is obvious, therefore, that the problem of literacy instruction for women warrants the adoption of major institutional and financial strategies. But. the role that civil society and voluntary organizations can play should not be overlooked. With UNESCO's support, NGOs have set up five centres in Amman (Jordan), and, thanks partly to volunteer work by teachers, 85 women receive literacy instruction at each session. Written and audio-visual reading materials for newly literate women have been prepared in Arabic for post-literacy training classes. They consist *inter alia* of ten extensively illustrated publications on environment, health and population issues, and on mathematics, science and technology (para. 01129-UNEBAD).

13. With regard to the countries of Asia and the Pacific, activities have been aimed at deprived groups (victims of unemployment, poverty, prostitution, AIDS or violence). In Beijing, in March 1994, the Co-operative Action Strategy to Basic Education (CASE) invited the representatives of Bangladesh, China, India, Sri Lanka and Thailand to analyse problems linked to rapid urbanization and the integration of women through work. In Apia, in September 1994, a subregional workshop on literacy teaching and the family attended by participants from 13 countries of the Pacific, mainly women, addressed the issue of literary output and the promotion of reading (para. 01109-APIA). In March 1995, a meeting of experts was held in Chiang Mai (Thailand) to sensitize political leaders to the need for education that does not discriminate against women and girls (paras. 01109-01110-PROAP). tinder the literacy teaching project for women in Asia, five national workshops (Philippines, India, Viet Nam, Nepal and Bangladesh) and a seminar were held during the biennium. The Islamabad Office has organized meetings with donors in order to raise funds in the private sector for local NGOS. Meanwhile, technical and financial assistance was provided to Bunyad Literacy Community Council, a NGO working in Lahore (Pakistan) and in Punjab (India), to organize workshops for operators and teachers who support girls' education in villages (para. 01110-Islamabad). A booklet on women's education in Yunnan province in China will be circulated in August 1995 (para. 01114). The

third phase of a project on the building of hostels for girls, funded by Norway, was completed in 1994 in Nepal (para. 01110).

14. With regard to the region of Latin America and the Caribbean, activities have been targeted at specific groups (indigenous people and population groups living in extreme poverty). In spite of the efforts made and the progress recorded in literacy teaching, in 1990, women still accounted for 55.4 per cent of the illiterate population over the age of 15. UNESCO has also provided support for and co-operated in efforts made by UNDP to maintain and improve educational achievements in the context of structural adjustment. The Organization's action has been developed mainly with UNICEF and ECLAC (para. 01114), and publications have been issued on women living in poverty and their children in Latin America, illiteracy among Chilean women (UNESCO/UNICEF evaluation) and a regional survey entitled 'Gender, Education and Development' (para. 01114-OREALC).

15. In June 1994, the DANIDA/UNESCO project on literacy instruction for indigenous peasant women in Peru came to an end. It enabled 5 000 women from Cajamarca and Cuzco, the poorest regions of the country, to gain access to education. Bilingual educational material in Spanish and Quechua and a video were produced for this project, which will continue in co-operation with the Ministry of Education, the Federation of Peasant Women (FEMCA) of Anta and the University of Cajamarca (para. 01109-OREALC).

16. The interdisciplinary project 'The young child and the family environment' has been implemented mainly for the benefit of women and girls. Multi-service centres for children and women have been set up and training programmes established for women in order to promote equality of access for children of both sexes to early childhood services and to encourage equitable sharing of family duties. In addition, in the context of the, implementation of the Convention on the Rights of the Child, programmes have been prepared to help Member States to draft their final report, in particular, the item concerning the access of girls to education (para. 01135).

17. Under programme action to 'enhance scientific and technological literacy and the participation of girls in science and technology education' at secondary level (paras. 01211-01223), the International Association for Educational and Vocational Guidance carried out a survey in May 1995 as part of the International Project on Technical and Vocational Education (UNEVOC), on the access of women and girls to technical and vocational education in ten countries (para. 01223), In June 1994, a consultation mission analysed the difficulties of women and girls in gaining access to the labour market in Oman (para. 01223); in July 1995, an international meeting of experts from 15 countries, organized by UNESCO and the Korean Manpower Agency, was held in Seoul (para. 01223).

18. Under the subprogramme on higher education, the preparation of a synopsis on the status of teachers had been requested. within the framework of ILO/UNESCO co-operation and with a view to the implementation of the Recommendation on the Status of Teachers (para. 01243). This request has been partly satisfied, and was the, subject of a specific chapter on women in the sexennial report on the status of teachers submitted to the Executive Board in May 1995 (CEART-VI-1994-12) (para. 01243).

19. With regard to the 'strengthening of international co-operation for reforms and the setting, up of innovative machinery for transfers of knowledge', in co-operation with the Inter-American Organization for Higher Education (OUI), Canada, a study on 'Female graduates and feminine leadership' and training courses for women in higher education have been prepared. An international network linking women in higher education has been established by the Association of Commonwealth Universities (ACU); a seminar organized in co-ordination with the International Federation of University Women (IFUW) was held in August 1995 in Yokohama, Japan. Its results will be presented during a round table at the NGO ForumBeijing. A book will be published on university courses in women's studies (para. 01236). In Buenos Aires (Argentina), in September 1994, a meeting of women researchers and academics examined the possibilities of establishing a Latin American network for the development of women's studies. The participants considered this question to be premature (para. 01245); on the other hand, a UNESCO Chair of women's studies has been requested by the University of Warsaw (para. 01241-CEPES). CEPES has also published, in collaboration with UNICEF and the European Network of Women's Studies, a brochure on 'Gains and losses: women ill transitional periods in Central and Eastern Europe' (para. 01236-CEPES).

20. Under the interdisciplinary and inter-agency co-operation project 'Environment and population education and information for human development' (EPD), many activities have been carried out in co-operation with women's NGOS. An analysis of the content of population education curricula, which dealt inter alia with ways of presenting the consequences on demography of certain practices such as the preferential treatment given to boys (in health care, enrolment in schools), or femicide, was carried out in Egypt, India, Uganda and France (paras. 01301-01325-EPD). In June 1995, a subregional meeting was held in Tashkent (Uzbekistan) jointly with UNDP and in co-operation with the Committee of Women of Uzbekistan on the theme 'Challenges for women in Central Asia'. The results of this meeting will be circulated in Beijing.

21. Under the programme on preventive education, in co-operation with UNICRI and the European Community, a project negotiated in 1992 was launched in February 1995 on the role of women as preventive educators against drug abuse in Mediterranean countries. Financial and intellectual assistance was provided for the international symposium held in Moscow, Russian Federation, in June 1995, on the theme 'Social and ecological security for women on the threshold of the twenty-first century'. Lastly, in Asia, 13 training workshops on environment and health have been organized with the Pan-Pacific and South-East Asia Women Association (PPSEWA). A poster and publications will be distributed in Beijing by this organization (para. 01310).

22. With a view to the preparation of the 1995 World Education Report, which will deal mainly with the education of women and girls, an international symposium, organized by UNESCO in London (January 1995) in co-operation with the London Institute of Education of the University of London on the theme 'Is there a pedagogy for girls?', brought together approximately 30 participants (para. 01260).

1.2 Major Programme Area 11: Science for progress and the environment

23. Particular attention has been paid to strengthening the participation of women in all the activities of this major programme area. In addition, as part of the reinforcement of priority areas, a special programme entitled 'Women, science and technology' has been implemented directly by the Science Sector and the Co-ordinating Unit for Activities Relating to Women.

24. In the *UNESCO World Science Report 1995*, a chapter was devoted to women, showing the disparity between men and women. For example, in Canada, 55 per cent of science students at university are women, but only 19 per cent of those become teachers; in Japan, the proportions are 12 per cent out of 29 per cent. In the United States, 25 per cent of girls as against 40 per cent of boys have done three years of mathematics before completing then' secondary studies, and less than one fifth of doctorates in 1989-1990 were obtained by women. In the United Kingdom, women accounted for only 1.9 per cent of teachers in biology, 1.3 per cent in physics, 0.8 per cent in mathematics and 0.7 per cent in engineering. In Côte d'Ivoire, in 1992, 16.1 per cent of girls were enrolled in mathematics courses and 12 per cent in natural sciences, while only two women were university professors. These figures demonstrate the relevance of having established within this major programme area a specific programme on 'Women, science and technology'.

25. As part of the implementation of the activities of Major Programme Area II, women have been awarded fellowships and contracts. In certain fields, UNESCO's choice in favour of women's participation has been decisive. For instance, an initiative of the Regional Office for Science and Technology for Europe (ROSTE) at Venice, Italy, provided funding to enable women scientists to participate in the, seminar organized in Kônigswinter, Germany, from 23 to 25 January 1995 on the theme 'The societal dimension of biosphere reserves: biosphere reserves for people', arid also made it possible to hold a working group on 'Women and the biosphere'. Finally, attention should be drawn to the financial support given to the International Congress of Women Mathematicians, which was held a(Moscow, Russian Federation, from 30 May to 5 June 1995. Under the Man and Biosphere (MAB) programme, a number of publications have dealt with women's issues: *Women in the Humid Tropics*, which deals with the importance of the role of women in the, conservation of water and forests; *Women's Role in the Management of Arid and Semi-arid Lands in Sub-Saharan Pastoral and Agropastoral Societies*, on the way in which women help to combat desertification; and, finally, the booklet on *The Role of Women in Natural Disaster Reduction*, which lays stress on women's capacity for mobilization in order to reduce the impact of such disasters.

26. The main objective of the 'Women, science and technology' project is to combat gender disparities and sexist stereotypes in this area. In Zimbabwe, UNESCO made it possible to organize a two-week subregional scientific university session for girls. In collaboration with the relevant National Commissions, a competition has been launched for girls in China, Viet Nam, Ghana and Peru. UNESCO has provided funds to enable the winners to attend the NGO Forum at Beijing, where a major event will be the 'Once and Future Pavilion', devoted to all activities related to science arid technology. UNESCO has also provided the Third World Organization for Women in Science with financial support for the organization of a round table on 'Women. Science and Technology: What Visions

for the Twenty-First Century', which will be held in the 'Once and Future Pavilion'.

27. UNESCO has supported the initiative of the University of Dijon to produce a video cassette entitled 'Au fait? ... les filles' on the teacher-student relationship from the point of view of gender. UNESCO has also co-published, with the French National Commission, a work entitled *The Scientific Education of Girls: education beyond reproach?*. The purpose of this work, which has been published in French, English, Spanish and Chinese, is to make teachers more aware of gender discrimination in science teaching. Presentation leaflets containing order forms will be distributed at Beijing,

28. Finally, under the special project 'Women, science and technology', a project has been launched in association with a Congolese NGO, the Malie Bouangi Foundation, on appropriate technologies for the development of agropastoral activities.

I.3 Major Programme Area III: Culture: past, present and future

29. The second component of the Medium-Term Plan strategy, the inclusion of the 'women's dimension' in programme activities, has been relatively well implemented. Furthermore, additional funds for the reinforcement of priority areas have made it possible to carry out specific activities for women, in accordance with the provisions of 27 C/Resolution 3.11 (network of women's centres for promoting cultural exchange in the Mediterranean). This enabled the first meeting of the UNESCO Shore-to-Shore Network 'Réunir' to be held at Casablanca, Morocco, 'Hi October 1994. A preparatory meeting was organized at Bonn by the German National Commission in April 1994 (para. 03204). An art book on women painters in Latin America has been subsidized. In collaboration with the Society for International Development (SID), a workshop was organized at Headquarters in January 1995 on 'Cultural changes in women's life stages'. A publication on the results of this meeting has been prepared and will be distributed at the NGO Forum at Beijing at a round table to be held on this theme.

30. Under the programme of international safeguarding campaigns, certain restored monuments have been converted into education centres for women: three at Sana'a, Yemen, and one in Mauritania, in asssociation with women's co-operatives in the Cities of Memory, the last relics of desert civilization (para. 03112).

31. Under the programme 'Cultural identities, creation and cultural exchanges, a project entitled 'Nomadic identity, aspects of the Peul and Touareg civilizations: a study of the cultural expression of nomad women in the Sahel'. which had been intended to study the role of women as managers of cultural identity, was launched in 1994. However, as a result of difficulties due to conditions on the ground, this activity has been halted.

32. Under the subprogramme entitled 'Books and reading' a UNESCO/France/Africa Committee composed of French NGOs and African associations in France has launched a campaign entitled 'Reading for All', aimed primarily at women (para. 03225). A training seminar for rural community centre organizers on encouraging

the reading habit was held in Benin in April 1995 and was attended by equal numbers of men and women. In collaboration with the Colombian Government, a programme for the encouragement of reading was launched in Colombia, among the poorest social groups, for mothers who are heads of households. Thirty-three women nationals of Brazil, Colombia, Costa Rica, Cuba and Venezuela have received grants under the activities for the promotion of reading of the Regional Centre for Book Development in Latin America and the Caribbean (CERLALC) (para. 03228-CERLALC).

33. In co-operation with the World Crafts Council (WCC), a meeting on the role of craftswomen in development in Latin America was organized (para. 03214). In addition, an art book on craftswomen entitled *Talented Women* will be published.

I.4 Major Programme Area IV: Communication, information and informatics in the service of humanity

34. Under the subprogramme on the free flow of information, independence and pluralism of the media (para. 04110), an international symposium on 'Women and the media: access to expression and decision-making' was organized, thanks, in part, to extra-budgetary funds from Canada and Belgium, and to the very active collaboration of the Canadian National Commission, which played a leading role in the organization of the symposium. The results of that international symposium, which was prepared by seven regional workshops, are contained in the Toronto Platform for Action, which will be distributed at Beijing. Following the Toronto symposium, a network of women journalists WOMMED/FEMMED was also established. In addition, certain audio-visual documents prepared for the symposium will be presented at the workshop on women and the media, which is to be held on the occasion of the Beijing Conference. The Toronto Platform for Action, which dealt with the entire range of issues of women and the media, took a stand on violence, both that spread by the media and attacks on media professionals, in particular women who 'expose or speak out against extremists, be they political, religious, racist, etc.'. The problem of violence against women journalists is one of the points developed in the UNESCO Notebook entitled *Violence* (UNESCO, Ma 1995).

35. Under the International Programme for the Development of Communication (IPDC), activities have been developed for women with a view to enhancing their vocational training or providing support in the form of technical equipment: in China and Central Asia, a 'Pacific women television exchange project' has been established for the production and exchange of audio-visual material by and for women. In Brazil, a project has been developed on the contribution of the media to the training of women in environmental protection, and in Benin, a training workshop was held on 'professional ethics, launching a newspaper and marketing' (October 1994). In the United Republic of Tanzania, six associations have been established for the development of community media, and in Zimbabwe and Cameroon, computer equipment has been provided by the Federation of African Media Women for the training of professional media women in southern Africa. In addition, with the Support of UNESCO, women have been able to launch periodicals such as ***La Tribune des Femmes*** in Benin, the women's magazine ***Senda*** in Mozambique, the newspaper ***Legalité***, in Gabon, and ***Gennet*** in Ethiopia. There have been co-productions with Tunisian radio and television and the National Film

Institute of Ghana on the schooling of young people in Burkina Faso and Cameroon, and on the status of "women in East Africa (paras. 04107-04110).

36. The MED-MEDIA project 'Women, communication, human resources and development' aimed at providing training, research and equipment in the Mediterranean Countries has received financial support from the European Union. These funds have been used to train women Journalists in Algeria, Egypt, Morocco and Tunisia, and also to purchase equipment for the Egyptian magazine ***Hawwâ'*** (Eve).

37. Under the programme on informatics, efforts have concentrated specifically on introducing young people, and in particular women, to informatics, with a view to facilitating their entry into the world of work (para. 04402). Training courses in informatics and office automation have been heldco-operation with the Ministry of Culture at Rabat. Morocco, and with the National Commissions of Antigua and Barbuda,, Bangladesh, Equatorial Guinea and Mozambique. In the United Republic of Tanzania, 165 women have received postgraduate, training. Five projects have also been developed in Latin America (Bolivia, Colombia, Cuba, Panama and Peru) and in Australia, and support has been lent to the Latin American Social Sciences Council (CLACSO) for the development of an information system on women.

I.5 Major Programme Area V: Social and human sciences: contribution to development, peace, human rights and democracy

38. Activities on the elimination of all forms of discrimination against women have three objectives: (1) reinforcing the principle of equality of tights between men and women, (,II) combating the more extreme forms of discrimination, (iii) strengthening the action of scientific, academic and associative networks whose action is related to the two preceding objectives. With regard to the application of international standards, a special effort has been made during this biennium, particularly ill respect of the application of UNESCO's standard-setting instruments. This action, which was strengthened by 27 C/Resolution I 1.1, was motivated by the fact that very few of the communications received by the Committee on Conventions and Recommendations concerned matters related to the violation of the rights of women, and although twice as many such communications were received compared with the previous biennium (six instead of three), the total number remains very low (para. 05229bis). A booklet will be published on the basis of this study in order to make NGOs more aware of the standards and procedures recognized by UNESCO and the international community with regard to the equality of men and women in UNESCO's fields of competence. This issue was the subject of the seminar held under the global project prepared jointly by the Marie Bouanga Foundation and UNESCO (March 1995). Following that meeting, a campaign was launched on the situation of widows. Attention should also be drawn to UNESCO's important contribution to the establishment of the 'Maison de la femme' at Brazzaville, one of whose møtin purposes will be the dissemination of information on the rights of women in the Congo (activities carried out for the reinforcement of priority areas).

39. From 2 to 4 November 1994, UNESCO invited to its Headquarters experts from the Committee oil the Elimination of Discrimination against Women to consider the application of Article 10 of the 1979 Convention on the Elimination of All

Forms of Discrimination against Women. On the basis of their work, the Committee adopted, at its 13th session in January 1995, a Manifesto entitled "towards a Gender-inclusive Culture through Education', which will be discussed by a panel to be organized during the Fourth World Conference on Women.

40. UNESCO contributed to the preparation of the round table entitled "The Parliament of Women in Islamic Countries', to be held at the NGO Forum at Beijing on the initiative of the 'Collective 95 Maghreb Egalité', which has been joined by a great many NGOs concerned in the Asia, Africa and Europe regions. This round table will present at Beijing '100 measures' for the improvement of the status of women. The International Federation of Human Rights (FIDH), in collaboration with UNESCO and the European Union, organized in May 1995, at UNESCO House in Paris, a meeting of some 100 international NGOS. The latter examined issues which had not been resolved by the draft Platform for Action for Beijing, an[] expressed then- views on the shape of a further document, 'Platform Plus', for which it steering committee has been established to ensure its promotion before, during and after Beijing (para. 05229).

41. As part of the 'fight against extreme forms of discrimination', a seminar on sexual exploitation and the traffic in women and girls in Latin America was held at Caracas from 7 to 11 March 1994, and resulted in a publication (para. 05230); from 12 to 15 June 1995 at Seoul, at the invitation of the Korean Government, a meeting of experts was held on the sexual exploitation of human beings, with a view to identifying strategies conducive to reinforcing international action against the sex trade and the sexual slave-trade. The revision of international standards was one of the points of the Beijing Platform for Action on which there was consensus at the 39th session of the Commission on the Status of Women (New York, March 1995). A declaration of principles and a plan of action were adopted at Seoul and will be presented to the NGO Forum at a workshop organized by UNESCO with the participation of the International Federation of Human Rights, the Coalition Against the Trafficking in Women and the International Abolitionist Federation. which will be the main members of the network for a new convention against the sexual exploitation of human beings. Preparatory to the World Conference, UNESCO has also established a network of women's groups working at the local level against violence, war and extreme poverty: the Women's International Network (WIN). A meeting has been organized at Rome in collaboration with the municipal authorities, and a newsletter has been launched for the purpose of strengthening the bonds of solidarity between these women's groups. A booklet will be disseminated at the NGO Forum at Beijing, and the partners of WIN[UNESCO will take part in the various activities to be held during the Forum (as part of the reinforcement of priority areas).

42. Within the framework of the implementation of 141 EX/Decision 9.3 and 27 C/Resolution I 1. 1, which request the, Director-General to organize a Study on 'the use of rape as a tool of war - its causes and consequences' in Bosnia and Herzegovina, a mission was dispatched in February 1995 to Zagreb and Dubrovnik and the refugee camps at Korcula. Working meetings were held at Zagreb with UNICEF and the World Health Organization (WHO); a meeting of experts was held at Headquarters on 23 and 24 June 1994 for the purpose of drafting a report. That study was submitted to the Executive. Board at its 145th session (May 1995) (paras. 05229bis-05230). A photographic report was undertaken in March and April

1995 on the situation of women in the Tuzla enclave in Bosnia and Herzegovina, and will be presented at Beijing. In addition,close collaboration with the Croatian authorities, representatives of the medical profession of that country and representatives of Bosnian NGOs in Croatia, an information document was published for distribution to the gynaecological services of that country for the information of hospital staff and women in difficulty in order to help to solve problems relating to the birth of unwanted children.

43. Pursuant to 27 C/Resolution 3.11, entitled 'Network of women's centers for promoting Cultural exchange in the Mediterranean', a UNESCO Interbalkan Centre for Women and Peace has been established at Thessaloniki, Greece; the Secretariat will organize a round table at Beijing in collaboration with the Centre on the situation of women in those countries.

44. The question of the contribution of women to the culture of peace and of their situation in war was the main theme of the celebration of International Women's Day (8 March) in 1994 and 1995, which were 'open house' days to our partners from various associations. who came to pay tribute to women who have devoted their lives to justice and democracy in the world: Algerian, Palestinian, Israeli, Rwandese and South African women. UNESCO financed the National Women's Forum held at Brazzaville in December 1993, which appointed an ad hoc Committee for Peace for the purpose of bringing together the various political forces of the country in order to halt violence. It was thanks to this initiative that the national dialogue for peace was launched (an activity financed as part of the reinforcement of priority areas).

45. UNESCO contributed to the organization of the seminar on the place of women @l Palestine held at Jerusalem from 24 to 26 October and financed by the European project MED-CAMPUS and the French *Institut national des sciences administratives*. As a result of this meeting, working links were established with the Women's Studies Group of Birzeit University-, these links will be given concrete expression in the coming biennium (para. 05231). Similarly, on the theme of the building of democracy and the participation of women, a regional meeting of experts was held at Windhoek, Namibia, from 18 to 22 October 1994. At that meeting, a list of NGOs and networks on equality for women in East and Southern Africa was drawn up and a film was produced. both of which will be presented at Beijing (para. 05231). On that same theme, a training seminar for the leaders of women's centres in various Cambodian provinces was held from 4 to 8 April 1995 at Phnom Penh, Cambodia.

46. In January 1995, a Preparatory Meeting on the Forum of the Mediterranean Women and regional development was organized by UNESCO, CREDIF (Tunis) and the Italian, Moroccan and Spanish National Commissions prior to the second Forum of the Mediterranean Women (2-4 June 1995). A final declaration was signed by political dignitaries who attended the Forum and will be submitted to the NGO Forum in Beijing at a meeting organized by UNESCO and its various partners. In collaboration with the city of Barcelona and the Catalan Institut de la Doña, a Foundation for Women, Science and Culture was established under the auspices of UNESCO. In November 1995, the winner will be announced of the competition for women architects held for the design of the 'Ladies' Way', a park which is to surround the Foundation (para. 05229).

47. In October 1994, the third session of UNESCO's Summer University of Black Sea Women was organized in collaboration with the Romanian National Commission on the theme 'Women and work in societies in transition'. In view of the success of this activity, the Romanian National Commission wishes to make it a permanent activity, whose secretariat would be provided by the National Commission (para. 05229). In collaboration with the Armenian National Commission and the National Commissions of the Commonwealth of Independent State (CIS) the first meeting of women of this since the start of the democratic process was held at Erevan, Armenia. This meeting demonstrated th@it, despite the efforts aimed at achieving democratization, women have not succeeded in making themselves heard and ensuring that the question of women is recognized as a national issue (para. 05231).

II. UNESCO's PARTICIPATION IN THE FOURTH WORLD CONFERENCE ON WOMEN, BEIJING (4-15 September 1995)

48. Pursuant to paragraph 11 105 of document 27 C/5 Approved, a Consultative Committee
on Women, chaired by the Director-General, was set up. Composed of 12 representatives of Member States, representatives of the NGO Standing Committee and of the Forum for African Women Educationists (FAWE) and seven outside persons of distinction, the Committee was also open to all the Members of the Executive Board, and to representatives of permanent delegations and National Commissions for UNESCO wishing to take part in its work. The Special Adviser to the Director-General on Women, Gender and Development was asked to provide the secretariat for this Committee, which had two main functions: firstly, to advise UNESCO on the preparation of the Fourth World Conference on Women, and secondly, to contribute to the formulation of a strategy making it possible to translate more effectively into action the priority that the General Conference has agreed in principle to give to the promotion of women.

49. The Committee met in Paris three times just before the sessions of the Executive Board, thus allowing Members of the Board and representatives of National Commissions present on those occasions to attend. The President of the General Conference, the Chairperson of the Executive Board and the Secretary-General of the Fourth World Conference, Ms. G. Mongella, honoured the meetings with their presence.

50. With regard to the preparation of the Fourth World Conference on Women which the secretariat of the Consultative Committee on Women was responsible for coordinating within UNESCO, action was taken on several fronts: with regard to the preparation of official Conference documents, UNESCO contributed to the following United Nations publications 'Les femmes dans une économie en mutation', 'The World's Women: Trends and Statistics', the review and appraisal of the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women, and a basic Conference document setting out the draft Platform for Action, in which two chapters and a subchapter relating to education, communication and the culture of peace respectively were prepared on the joint initiative of UNESCO and certain Member States. UNESCO's contribution to these documents also dealt with the issues of women's rights and violence.

51. UNESCO also contributed through studies on girls' and women's education to the regional preparatory conferences held in Vienna, Amman, Mar del Plata and Dakar and took an active part in all those conferences, as in the one in Jakarta. With financial assistance under the Participation Programme, a subregional consultation of English-speaking African countries was held by the National Commission of Zimbabwe (Harare, 4-8 July 1994), with a view to the preparation of the African Regional Platform. UNESCO provided funding enabling five women to participate in the African regional preparatory conference and some ten women from the least developed and African countries, most of them representing National Commissions, to attend the Beijing Conference.

52. UNESCO also mobilized its own energies and those of its partners (National Commissions, permanent delegations, NGOS) for the preparation of the Conference, and an intersectoral working group was set up within the Organization for that purpose. In addition to experts on 'Women's Contribution to the Culture of Peace' was held in Manila from 15 to 18 April 1995, in co-operation with the National Commission of the Philippines for UNESCO and the United Nations Division for the Advancement of Women, and its report will be submitted to the Beijing Conference. A first draft of a Statement on Women's Contribution to a Culture of Peace was drawn up at that meeting. That text, which has since been supplemented and finalized, will be submitted at Beijing for signature by women heads of State and Government and other political and cultural figures of the highest level, both women and men. The Statement will be a substantial contribution by UNESCO to the Conference and t(, enlisting support for a culture of peace.

53. Three events will be organized by UNESCO as part of the special events planned for Beijing parallel to the intergovernmental conference. On 8 September, International Literacy Day will be celebrated, with the ceremony to present the international literacy prizes and workshops and discussion panels organized in co-operation with all the partners in the Jomtien Conference and with CEDAW. This is especially important since the percentage of illiterate women (aged 15 and over) rose between 1980 and 1990 from 60 per cent to 64.8 per cent. On I September, designated as Youth Day, UNESCO, will hold a panel with young people representing the various regions to discuss the Platform for Action from the point of view of youth and, in particular, education for all, without discrimination based on sex, and the participation of young people in the life of their societies. On 14 September, a round table on women and the media will offer an opportunity to formulate strategies for the future based on the platform adopted at Toronto on women's access to expression and decision-making in the media.

54. Preparations for UNESCO's participation in the NGO Forum were made through various activities by the, sectors, especially the Culture Sector and the Social and Human Sciences Sector, whose activities mentioned in paragraphs 19, 29 and 40 to 46 were carried out with a view to the holding of nine round tables; 'The Parliament of Women in Islamic Countries', 'The Forum of Mediterranean Women', 'Struggle against Sexual Exploitation of Human Beings', 'Balkan Women and Peace', 'Women in War and Women for Peace', 'Cultural Changes in Women's Life-Stages', 'Women and University Curriculum', 'Women, Science and Technologies: Which Visions for the Twenty-First Century', and 'Construction of Pr-ace: Our

Individual Responsibility'. UNESCO also helped various NGOs to prepare documents that will be presented and distributed at the Forum.

55. In addition to the publications mentioned above, a newsletter entitled 'Priority: Women' was produced for the Conference and distributed to the Organization's partners. A brochure on UNESCO's action i-elating to the promotion of women and an update of the annotated bibliography of UNESCO's publications concerning women were also published', together with special issues of the *UNESCO Courier, Sources, EFA 2000 and Culture Plus*. The Director--General's position paper entitled 'A UNESCO Agenda for Gender Equality' will be published and widely distributed. It will also be presented along with other publications to delegates to the Conference and to the media in a UNESCO press file entitled 'Education for Equality through Education'.

III. EVALUATION OF ACTIVITIES UNDERTAKEN BY UNESCO UNDER THE TRANSVERSE THEME 'WOMEN'

56. Pursuant to the resolutions adopted by the General Conference of UNESCO at its twenty-sixth and twenty-seventh sessions (26 C[Resolution I 1. 1, in particular paragraphs 2, 3(a) and 6; and 27 C/Resolution I 1. 1, in particular paragraph 15(b)), an external evaluation of UNESCO's activities for women- has been carried Out. It was included in the first evaluation plan of the Organization, which was Submitted by the Director-General to the General Conference at its twenty-seventh session. The study covers the period from 1988 to 1993. Three evaluators analysed the activities of each of UNESCO's five programme sectors (education, science, culture, communication and social sciences). A synthesis paper presenting their joint conclusions and recommendations was subsequently prepared and included in the synoptic document on the results of evaluation activities (146 EX/INF.4, Part V). In addition, in accordance with 27 C/Resolution II. 1, draft. guidelines have been elaborated for the application of a gender-sensitive monitoring and evaluation system to UNESCO's regular programme activities.

IV. RELATIONS WITH MEMBER STATES AND NATIONAL COMMISSIONS

57. Thanks to the initiative taken by the Director-General of establishing a Consultative Committee on Women', and that taken by the Chairperson of the Executive Board, Ms Inayatullah, of organizing informal meetings following meetings of the Executive Board, consultations with representatives of Member States have been strengthened. This is the result of the growing interest in the question of women among UNESCO Member States, and of their desire to make this question one of the Organization's priority fields of action. Expression was given to this desire, both in the Executive Board and at the General Conference, in the recommendations concerning the Participation Programme, of which 25 per cent was required to be earmarked for projects on women. While such a recommendation may be noted with satisfaction, it should be pointed out that 5.19 per cent of the requests submitted were I women-related' requests. Approved requests concerning women account for 4.89 per cent of the Participation Programme.

58. The report on activities demonstrates the important role played by the National Commissions in the implementation of activities during the biennium.

The establishment of focal points in the National Commissions (currently around 100) has helped and should continue to help to strengthen communications and exchanges between the National Commissions and the Secretariat. A meeting of the 'women's' focal points of the European National Commissions was organized by the Icelandic National Commission in Reykjavik (21-22 April 1995) as part of the preparation of the Programme and Budget for 1996-1997 and the Medium-Tenn Strategy for 1996-2001.

V. INTER-AGENCY CO-ORDINATION

59. During the past biennium, UNESCO has participated regularly in the inter-agency meetings organized by the United Nations Division for the Advancement of Women, where it has presented the Organization's views on preparations for the Fourth World Conference on Women, and in a number of other regional or national preparatory meetings. The Organization has participated actively in the sessions of the Commission on the Status, of Women concerned essentially with preparing the Conference.

VI. THE STATUS OF WOMEN IN THE SECRETARIAT

60. At the initiative of the Secretary-General of the United Nations, the Administrative Committee on Co-ordination, at its first regular session of 1995 (Vienna, 27-28 February 1995), having examined under the item 'Questions relating to the status of women in the secretariats of the United Nations system' measures aimed at enhancing the status of women within the organizations of the United Nations system, adopted a declaration summarizing the recommendations of the Committee in that respect, which will be submitted to the Fourth World Conference on Women, and to the General Assembly of the United Nations and the governing bodies of United Nations agencies (see Annex).

61. With a view to gaining an accurate-, idea of the progress achieved in the representation of women in Professional posts in the Secretariat, and pursuant to 27 C/Resolution I 1. 1, Part IV, paragraph 12, which called upon the Director-General to prepare an in-depth inquiry on that subject, the Director-General requested the Inspectorate Generale to undertake a 'rigorous comparative study' for the purpose of evaluating the changing status of women in the Secretariat. This study, which covers the period 1984-1994, analyses the impact of staff movements - separations, appointments and promotions - on the representation of women at various grades in the Professional category and above. The study also provides criteria for the assessment of the career opportunities open to male and female staff membersthe light of their professional qualifications, experience and competence. Trends in the representation of women in Professional posts in the Secretariat on the one hand, and the representation of women in Professional posts in UNESCO as compared with other organizations and agencies of the United Nations system on the other, may in both cases be considered satisfactory in regard to total staff numbers.

62. During the period 1984-1994, the number of women among staff in the Professional category grew in absolute terms, while the number of men in the staff decreased; in units away from Headquarters, the number of women in Professional posts doubled during those ten years. During the past biennium, the

increase in the proportion of women among staff members in the Professional category and above was particularly large, rising from 28.8 per cent on 30 June 1993 to 34.9 per cent on I January 1995. This appreciable improvement in the representation of women was the result both of recruitment efforts and of promotions from the General Services category to the Professional category. Over and above the question of numbers', more significant progress should continue to be made in order to reduce further the disparities that persist in the grade structure. In this connection, it should be noted that the rate of internal promotion among women in Professional posts in the period 1988-1994 was relatively greater than for men. Furthermore, an examination of the indicators relating to levels of qualification, experience and competence of Professional staff members shows that, overall, women have better performance ratings and a higher number of years of service, whereas men have a higher level of university education.

63. The implementation of the supplementary recommendations of the ad hoc Working Group on Equal Opportunities for Women and of the management audit carried out by the Inspectorate General should make it possible, on the one hand, to establish a reliable information and monitoring system of relevance to decision-making and, on the other hand, to take practical measures with a view to ensuring that men and women have equal career opportunities within the Secretariat. On 13 June 1995, in note DG/Note/95/25 the Director-General's plan of action on equal opportunities for men and women in the Secretariat was made public. The objectives set for the year 2001 with regard to the representation of women P-I/P-2/P-3-, 30 to 40 per cent at grade P-4; and 20 to 30 per cent at grade P-5 and above-. An Advisory Committee on Equal Opportunities in the Secretariat has been established for the implementation of all relevant matters, and in particular those relating, to the recruitment and promotion of women.

CONCLUSIONS: FROM THE 1994-1995 BIENNIUM TO THE MEDIUM-TERM STRATEGY FOR 1996-2001

64. Execution of the programme for the 1994-1995 biennium, giving effect to the twofold strategy adopted in the third Medium-Term Plan (1990-1995), has been satisfactory. The actions of the Organization represent a significant range of activities. However, the draft Medium-Term Strategy for 1996-2001 starts from the assumption that it is necessary to strengthen the first part, namely the identification of specific projects for women in each of the major programmes, while continuing to develop the 'female dimension' in the entire range of the Organization's action. Furthermore, the Medium-Term Strategy distinguishes between three types of action, whose complementarity will make it possible to ensure that the objectives in this priority area are fully attained: (i) actions aimed at promoting equality between men and women and combating gender-based discrimination; (ii) actions aimed at strengthening the capacity of women in the fields of education, communication, culture and science, (iii) actions aimed at strengthening the participation of women as partners in the entire range of the Organization's actions.

65. In 146 EX/Decision 5.1, Part II, the Executive Board expressed its agreement with and support for this new strategy, and also welcomed the Director-General's proposals for strengthening the Co-ordinating Unit for

Activities Relating to Women so as to enable it to coordinate and encourage the specific projects developed by the sectors, both at the initial planning stage and during project implementation.

66. During this biennium, the programme on women has received special interest, benefiting from the impetus created by the preparations for the Fourth World Conference on Women and the decision to make this field of activity a priority area. This impetus should be preserved after the World Conference and document 28 C/5 should reflect what is adopted in the Platform for Action of the World Conference, as well as the main lines of emphasis of the NGO Forum.

67. The consultations between Member States and the Secretariat, which have been fruitful during this biennium, should be supported and developed in the implementation of the Organization's action in order to develop a true partnership. Numerous objectives or expected results will be able to be achieved only through global or national policy decisions reflecting commitments made within the United Nations system, and particularly in UNESCO, in order to achieve greater equality and parity between men and women and to strive to ensure that the most underprivileged women overcome social marginalization and poverty.

ANNEX II

EXTRACT FROM DOCUMENT ACC/1995/4

SUMMARY OF CONCLUSIONS OF THE ADMINISTRATIVE COMMITTEE ON CO-ORDINATION AT ITS FIRST REGULAR SESSION OF 1995
(pp. 10-11)

ACC statement on the status of women in the secretariats of the United Nations system

The members of ACC reaffirm their strong commitment to ensuring that the advancement of women is a policy priority within the organizations of the common system and to taking necessary measures to improve the status of women in their respective secretariats. Key to the achievement of gender equality goals is management commitment at the highest levels.

ACC is conscious that progress to date has, with some exceptions, been limited. While the overall proportion of women has increased in most organizations, the number of women in senior and policy-making positions remains low. A concerted effort needs to be made to implement existing policies fully, as well as to develop new initiatives to increase the participation of women at senior levels.

In the development of action plans, in the context of the overall human resources management strategies of the organizations of the system, emphasis will be placed on clear, specific, short-term targets, preferably at the level of organizational units. Efforts will be made to increase the flexibility with which the system deals with women candidates, to remove obstacles to their recruitment, retention, promotion and mobility, and to create a supportive environment. In addition to developing specific policies and monitoring mechanisms, executive heads intend to hold senior managers accountable for the implementation of these policies at the level at which the targets are set.

In light of the above, consideration will be given by members of ACC to the following to facilitate the recruitment of women:

(a) the feasibility of treating all women staff members of common system organizations as internal candidates in applying for vacant posts in any organization of the system;

(b) requesting organizations to utilize their field presence to prospect for women in all disciplines;

(c) in cases where Member States are to submit candidatures, urging governments to submit at least one or more qualified female candidates for each position.

In order to encourage the mobility of women, consideration will be given to:

(a) developing a system for interagency mobility of women staff to increase their experience;
(b) facilitating the employment of spouses through amending the organizations' staff

(c) encouraging the further development of employment opportunities for spouses, system and other governmental and encompassing not only the common system and other governmental and intergovernmental organizations, but also, to the extent possible, the nongovernmental and multinational sectors, as well as introducing relevant provisions in host country agreements and organizing efforts in each United Nations location to promote employment of spouses, led in the field by resident coordinators and in each headquarters city by a lead agency.

With respect to the promotion of a supportive work environment and to the fostering of the necessary attitudinal changes, organizations will consider the introduction of measures that will lead to a climate conducive to the equal participation of men and women in the work of the organizations. Such measures will be related *inter alia* to the work/family issues currently under review, such as flexible working hours, part-time work, job-sharing schemes, child care and special leave, arrangements.

In addition, those organizations that have not already done so are encouraged to introduce appropriate policies and procedures to combat sexual harassment.

While the focus of these measures remains the advancement of women at all levels, ACC is conscious that particular attention must be paid to increasing the number of women in senior managerial positions.

Paragraphs

Introduction 1-5

I. Report on activities during the biennium 6-47

I.1 Major Programme Area 1: Education and the future 6-22

I.2 Major Programme Area 11: Science for progress and the environment 23-28

I.3 Major Programme Area III: Culture: past, present and future . . 29-33

I.4 Major Programme Area IV: Communication, information and informatics in the service of humanity 34-37

I.5 Major Programme Area V: Social and human sciences: contribution to development, peace, human rights and democracy 38-47

II. UNESCO's Participation in the Fourth World Conference on Women, Beijing (4-15 September 1995) 48-55

III. Evaluation of activities undertaken by UNESCO under the Transverse Theme 'Women' 56

IV. Relations with member states and national commissions 57-58

V. Inter-agency co-ordination 59

VI. The status of women in the secretariat 60-63

Conclusions: From the 1994-1995 biennium to the Medium-Term Strategy for 1996-2001 64-67

ANNEX III

International Federation of Leagues of Human Rights (FIDH/IFHR)
With the support of UNESCO and the European Community

For a "Platform Plus"

30-31 May 1995

Days of Preparatory Work for the Fourth World Conference on Women

PLATFORM PLUS

We.

Organizations meeting in Paris on 30-31 May 1995 at the invitation of the International Federation of Leagues of Human Rights (FIDH/IFHR), with the support of the European Community and the assistance of the UNESCO Unit coordinating the activities connected with women;

Having noticed the regressions from previous texts and omissions on fundamental points, after examination of, in particular, the draft final Platform prepared by the United Nations Commission on the Status of Women in New York, in April 1995 (E/CN.6/1995/177-3-4-95);

Transmitting this "PLATFORM PLUS' to the international community with the aim of having our demands integrated into the final document which will be adopted in Beijing;

Committing ourselves, during and after Beijing, to take all necessary steps for the "PLATFORM PLUS' to be fully implemented;

Announcing that the purpose of this "PLATFORM PLUS' is to prioritize the defence of human rights in regards to the demands and projects aimed at promoting these rights and fundamental liberties of women in the world;

Referring to the International Bill of Human Rights;

Reaffirming the principle of universality and indivisibility of human rights;

Aware that by fighting for the recognition of their rights, women are contributing to the progress of humankind;

Recalling that economic, social, cultural and civil and political rights are indivisible and must be enshrined in any social dynamic;

Considering that the inequality of rights between men and women is one of the sources of the feminization of poverty and of the violence against women, and that equality in law and in dignity is the principle that should drive the struggle for social justice and democracy;

In this prospect we reaffirm:

1. The primacy of the principle of equality in law of men and women, as guaranteed by international instruments;

2. Our willingness to fight against the feminization of poverty and for social justice and thus to fight for the implementation by the States of national,

regional and international macro economic poliicies in accordance with the International Covenant on Economic, Social and Cultural Rights;

3. Our willingness to fight against all forms of fundamentalism and totalitarianism and against the use of religions and customary traditions for discriminatory purposes which create obstacles to the principle of equality;

4. Our determination to fight for the recognition of the political rights of women and for their effective participation in the building of political and economic democracy and civil society. This implies the need to fight for the reinforcement of women's presence in all decision-making bodies, by demanding, in particular, such measures, including legislative measures, necessary for the achievement of parity in all positions, whether by election or by appointment;

5. Our determination to fight against violence and violations of the physical and mental integrity of women and in particular against the sexual exploitation linked to prostitution and sex trade, as well as all contemporary forms of slavery as violations of human rights;

6. Our support for the initiatives aiming at qualifying rape and violence against women during armed conflicts as war crimes or crimes against humanity, and our willingness to ensure the recognition of NGOs' rights to sue for compensation before present and future international and national courts, particularly with a view of obtaining reparation;

7. The principle of free choice of maternity and the refusal of birth policies forced upon women and families;

8. The absolute necessity to respect the right to development, to employment, to health, and to education, including the access of women to information regarding their rights.

<u>With a view to the inclusion of women's rights as human rights in all international instruments and mechanisms of supervision, we will urge for the following in particular:</u>

9. The ratification, without any reservation, by the States, of all United Nations conventions relating to human rights, the adoption into domestic law of all measures necessary for their implementation at the national level, and the acceptance by the States of effective control mechanisms;

10. The acknowledgment, by States, in multilateral and bilateral international agreements, of the respect of the rights and fundamental liberties of women as human rights, and the presentation by the United Nations Secretary-General and the High Commissioner for Human Rights of an annual report on this issue to the General Assembly;

11. The recognition of the effective and active competence of the United Nations Commission on Human Rights in relation to any question dealing with the equality between men and women, and with the fight against discrimination and violence against women; the transfer of the CEDAW Secretariat to the United Nations Centre for Human Rights in Geneva; the adoption of an additional protocol enabling CEDAW to receive and investigate petitions; the harmonization of the calendars of these two organs; as well as the nomination by all other treaty bodies, within their members, of Special Rapporteurs on questions relating to women's rights;

12. The guarantee by States of the freedoms of opinion, conscience, expression and association, as well as other related rights and freedoms in view of the protection of the human rights defenders;

13. The universal ratification of the 1949 International Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others; the examination by the United Nations Commission on Human Rights, in coordination with CEDAW, of an international mechanism to supervise the implementation of this Convention; and the development by an open working group (States, specialized agencies and institutions, including UNESCO, and NGOs), of a new international convention against sexual exploitation of all human beings;

14. The assignment, by international and regional organizations and by Governments, of at least 20 per cent of their annual budget allocated to NGOs to those NGOs which implement the priorities as defined in the "PLATFORM PLUS'; the creation within them of coordination projects on all questions of women, with real power of intervention in the cooperation programmes and hence, the allocation of specific budgets, the consideration of the requests of NGOs, local associations and communities, and the transmission of information to them;

15. The States to take all necessary measures to fight against the de facto or de jure impunity enjoyed by the perpetrators of forms of violence against wimen in both private and public spheres; the criminal qualification of those acts; and the adoption of all international mechanisms to this end.

Moreover, we demand that:

16. States grant refugee status, as members of a social group, to women whose rights and fundamental freedoms are violated in the country from which they flee;

17. Governments guarantee the genuine respect for human rights of immigrant and migrant women by granting them independent and non-discriminatory legal personal status, respect the principle of equality in law between women and men; and ratify the International Convention on the Protection of All Migrant Workers and Members of their Families;

In order to achieve these objectives, the signatories hereto create today a bureau, which will be based in Beijing during the NGO Forum, whose secretariat will be supplied by the International Federation of Leagues of Human Rights (FIDF/IFHR) and which will be responsible for the diffusing and promoting of the "PLATFORM PLUS' at the Fourth United Nations World Conference on Women.

Paris, 31 May 1995

UNITED
NATIONS

CEDAW

Convention on the Elimination of All Forms of Discrimination against Women

Distr.
GENERAL

CEDAW/C/1996/3/Add.4
15 December 1995

ORIGINAL: ENGLISH

COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN
15 January-2 February 1996
Item 5 of the provisional agenda

IMPLEMENTATION OF ARTICLE 21 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Reports provided by specialized agencies of the United Nations on the implementation of the Convention in areas falling within the scope of their activities

Note by the Secretary-General

Addendum

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

Introductory note

1. On behalf of the Committee, the Secretariat invited the Food and Agriculture Organization of the United Nations (FAO), on 31 May 1995, to submit to the Committee by 1 September 1995 a report on information provided by States to FAO on the implementation of article 14 and related articles of the Convention on the Elimination of All Forms of Discrimination against Women, which would supplement the information contained in the reports of those States parties to the Convention that will be considered at the fifteenth session. These are the latest reports of Belgium, Cuba, Cyprus, Ethiopia, Hungary, Iceland, Paraguay and Ukraine.

2. Other information sought by the Committee refers to the activities, programmes and policy decisions undertaken by FAO to promote the implementation of article 14 and related articles of the Convention.

3. The report annexed hereto has been submitted in compliance with the Committee's request.

ANNEX

Report of the Food and Agriculture Organization of the United Nations

I. BACKGROUND

1. In its twenty-seventh session in 1993, the Conference requested that a fourth progress report be prepared for its twenty-eighth session in 1995; it also called for revision of the Plan of Action (C 93/I/REP/3), as per the first progress report's provision for periodic review of priority implementation areas in order to assure their continued relevance. Consequently, the report and revised Plan of Action are presented for review and approval.

2. The activities described in the present report demonstrate that FAO continues to make significant progress in the implementation of the Plan of Action for Women in Development, both in its substantive and administrative priority areas.

II. PROGRESS ON IMPLEMENTING THE PLAN OF ACTION

3. In its substantive programme actions, FAO continued to develop innovative interventions oriented towards increasing rural women's access to and control of productive resources, especially through improved extension and training. Many organization activities highlighted the crucial roles played by rural women in such areas as food security, household nutrition and family well-being, demographics, and ecologically sustainable development. In many countries, the institutional capabilities to recognize the differential needs and constraints of rural women as opposed to men has been strengthened, and the ability of these institutions, both governmental and non-governmental, to deliver services that reflect these differential needs and constraints has been enhanced. By learning from these experiences, FAO will be better prepared to replicate successes in other countries and to develop even better interventions in the future. Section III of the present report provides examples of 1994-1995 achievements in the substantive areas of gender-sensitive project development and monitoring, gender-analysis training, and gender-responsive policy advice to member countries.

4. FAO also strove to achieve progress in the administrative priority areas, especially in regard to the very special effort to revise the plan of action and to the preparatory and follow-up activities to the Fourth World Conference on Women. Section IV of the present report provides information on activities undertaken during the biennium to mainstream women in development/gender issues both within the organization and in member States. Draft decisions for the Conference are presented in section V.

III. SUBSTANTIVE ACTIONS TO IMPLEMENT THE PLAN

A. Project development and monitoring

5. Project development and monitoring activities and related regular programme support undertaken in 1994-1995 to implement the Plan are wide-ranging. However, owing to space limitations this section presents only a representative sampling from three FAO action areas: extension and technical training; environment, natural resource management and sustainable development; and nutrition and food security.

1. Extension and technical training

Mainstreaming women in training

6. In Nepal, to counter the mobility problems of rural women, the Animal Production and Health Division created a mobile training unit in Nepal that travelled directly to villages and, as a consequence, women came to constitute 45 per cent of all trainees. Similarly, in Latin America, the Division held training courses as one-day events so as better to accommodate women's schedules; women now constitute 60 per cent of all trainees and 55 per cent of attendees at project-related meetings. This training also includes information on how legally to register community groups, which 21 women's groups and associations have now done. In the Gambia, the Division sought to improve animal management and marketing skills of 10,000 women farmers through the construction of demonstration sites in selected villages.

7. In a number of vegetable marketing projects in Lesotho and Nepal, the Agricultural Services Division is assisting extension services to provide a package of rural services for women, including training in production planning, improved post-harvest techniques and producer-market linkages. The fertilizer projects of the Land and Water Development Division include farmers' field days focusing on the roles and responsibilities of women in plant nutrition, vegetable production, plant nutrient management and group vegetable gardening.

Reorienting agricultural and home economics curricula

8. FAO is assisting member nations to train present and future agricultural extensionists and home economists in the importance of technical and managerial training for rural women to better understand how to deliver appropriate services to women.

9. To serve better rural families, the Division on Women and People's Participation in Development assisted the Governments of Sri Lanka, Nepal, Hungary, Ethiopia, the Gambia, Tunisia and Uganda to reorient their agricultural extension training and delivery systems to make them more participatory, and client and gender-responsive. Close links established with regional groups such as the Home Economics Association for Africa and the Asian Regional Association for Home Economics helped to evaluate home economics training and to reorient curricula so as to meet rural families' needs.

10. In 1994, the Division on Women and People's Participation in Development produced a guide for member States to reorient curricula entitled Rural households and sustainability: Integrating environment and gender concerns into home economics curricula, and in 1995 released new versions of two major publications - the Extension reference manual and the Extension training guide, drawing on experiences of the Division in a five-nation (Kenya, Malawi, Sierra Leone, the United Republic of Tanzania and Zimbabwe) project to improve extension work with women. A FAO manual on Improving Agricultural Extension Work with Rural Women is being adapted by the Subregional Office for Southern/East Africa with the University of Ghana (Faculty of Agriculture and the Department of Home Science) to specific training needs in Ghana. Assistance is being provided by the Division to projects designed to reach rural women in remote areas including the ongoing project in Mali funded by the Belgian Government, "Assistance aux groupements des femmes de la zone encadrée de Kayes Nord" to increase and diversify food production and to increase nutritional status, introduce income-generating activities, to improve access to water and consequently to extend the period of cultivation and, finally, to assist farmers in establishing local markets.

11. FAO began to elaborate a series of case-studies in Africa and Asia on female enrolment trends in agricultural colleges and universities in developing countries. This complements the preparation of directories of such institutions that present the numbers of male and female students and faculty members. The directories for Africa and Central and Eastern Europe were printed in 1995. During the biennium, the Division held eight regional round tables on agricultural education, highlighting the need to increase female enrolment in agricultural programmes. Summary reports of each were published in all official languages of the United Nations in 1994.

12. The Agricultural Services Division revised its training manual on Farming systems research and extension to make it more gender-responsive. In 1994, FAO published a case-study entitled "Extension 'woman to woman' - Training peasant women liaisons to reach peasant women". It summarizes lessons learned from FAO field projects in Honduras between 1986 and 1992 in providing training and extension services for and through rural women and extension staff. Based on experiences gained in various African countries, the Agricultural Services Division and the Division on Women and People's Participation in Development also published "Managing income-generating rural activities: Village group training" for use by trainers and extensionists.

2. Sustainable development, natural resource management and environment

13. A large number of FAO activities aim at enhancing women's roles in sustainable development. A more specific body of efforts centres on researching and raising awareness about the links among environment, poverty, population and rural women.

Women, natural resource management and environment

14. A draft study, entitled "The role of indigenous women in generic resources management in Guatemala", was undertaken in areas where varieties of maize have been domesticated and adapted by small-scale farmers. A second study, entitled "Study on the access of indigenous populations in Bolivia and Mexico to ecological and productive resources", has been planned to look at the gender-differentiated access to forests and crop land, as well as community and family labour organization for the exploitation of these resources.

15. In response to the interest expressed by the Government of the Netherlands, a mission was undertaken to Zimbabwe to formulate a gender-sensitive project on "Development of indigenous technical knowledge and practices for natural resources management and household security in communal areas". The project aims to produce an institutional mechanism and research methodology for the development and eventual incorporation of indigenous technologies and practices into the policies, programmes and action plans of the Ministry of Environment and Tourism and the Ministry of Lands, Agriculture and Water Resources Development.

16. In 1994-1995, the Forestry Policy and Planning Division published a document entitled "Guidelines: Integrating gender considerations into FAO forestry projects" in all FAO languages. Moreover, gender is given close attention in all publications and audio-visuals of the Division. Examples include the following, released in 1994-1995: "Common forest resource management" (an annotated bibliography of sources on Africa, Asia and Latin America); "Introducing community forestry" (an annotated list of topics and readings); a field manual on "Tree and land tenure: Rapid appraisal tools"; and a video entitled What is a tree? The Forest Resources Division, in 1994, published a summary technical text on "The challenge of sustainable forest management: what future for the world's forests?" The book highlights forest product based income generating opportunities for women as well as men. A second volume with individual papers on this subject is forthcoming.

17. In Myanmar, the Division on Women and People's Participation in Development is assisting four projects funded by the United Nations Development Programme (UNDP) as part of the Human Development Initiative, all with a natural resource management and gender focus: on the sustainable development of mangrove areas, community fuelwood lots, low-input agriculture, and environmental rehabilitation of the country's dry zone.

Women, population and environment

18. A roundtable of experts on women, population and environment in south-east Asia was held at the FAO Regional Office for Asia and the Pacific, Bangkok, 2-6 May 1994, out of which came a report entitled "Environment, women and population: Technical issues and policy guidelines for agricultural and rural development in South-East Asia". A population education manual for outreach workers was developed and published in 1994 by the Institute for Population and Development, Manila, under FAO's technical guidance. The manual provides a wide range of methods for integrating gender-sensitive population messages in ongoing non-formal education and training programmes in rural areas.

19. Also, as part of the current FAO/United Nations Population Fund (UNFPA) arrangements for technical support services, cooperation with UNFPA country support teams included an independent evaluation mission to Mozambique for an International Labour Organization (ILO)/UNFPA project entitled "Strengthening of the organization of Mozambican women". The Division on Women and People's Participation in Development also liaised with UNFPA country support teams for East Africa and with UNFPA country support teams for Arab States. On both occasions, recent FAO and UNFPA achievements in the area of women, population and development were shared and grounds were set for future cooperation. The Human Resources, Institutions and Agrarian Reform Division and the Division on Women and People's Participation in Development continued to take part in the technical backstopping of a UNFPA project in China on mother and child health care and family planning.

20. Technical assistance was provided to the FAO Regional Office for the Near East, Cairo, in conceptualizing a policy-issues paper on women, population and environment in the Near East, to be developed in 1995. As part of the Division on Women and People's Participation in Development's efforts to promote cooperation with non-governmental organizations, a seminar on FAO concepts and methodologies in identifying policy issues in the area of women, population and environment was offered at the Nucleo de Estudos da Mulher e Relaçoes Sociais de Genero of the University of Sao Paulo, Brazil.

3. Food security and nutrition

21. FAO works to support women's contributions to food security and nutrition and to enhance women's roles as primary nutrition managers at the household level, as income providers and as food producers, and to increase their access to all the necessary resources. FAO also gives special attention to women's own nutritional needs, which are especially at risk for single mothers and all pregnant or lactating women.

Food security

22. The Food Security Assistance Scheme of FAO's Commodities and Trade Division takes gender issues into account in its initial assessment and identification of the root causes of, and possible solutions to, food insecurity at household, community and national levels. During 1994-1995, FAO provided such analyses to six countries in Africa, two in Asia and 12 in Latin America. Similar gender-responsive assistance is given at regional level to the Customs Union of Central African States, the Economic Community of West African States and the Economic Community for Central African States, the Latin American Integration Association, and the Preferential Trade Area of Eastern and Southern African States. In implementing all these efforts, the Division has also emphasized hiring women to work as consultants and national counterparts.

Nutrition

23. During 1994-1995, as a follow-up to the 1992 International Conference on Nutrition, FAO's Food Policy and Nutrition Division provided technical assistance to a number of countries for assessing national food security and

nutritional status and for drawing up national plans of action for nutrition. With the World Health Organization (WHO), the Division held expert consultations on human nutrition requirements with specific emphasis on disaggregating requirements by sex, childbearing and lactation status, and other gender-relevant variables. The Division also contributed to gender-specific studies of food toxicoses, and is producing guidelines for involving women in the participatory formulation of nutrition projects.

Traditional foodstuffs in household food security

24. The Division also promotes household food security in another way: through greater attention to wild or domestic underutilized traditional foodstuffs, whose identification, use and preservation are nearly always the purview of rural women. These foodstuffs are particularly important in food-deficient countries for reducing vitamin and mineral deficiencies by diversifying diets and for improving the economic status of poor households, especially women. Traditional foods are also often multipurpose, providing for such needs as medicines and dyes. In the aggregate they exploit the full range of localized agro-ecological niches and are almost always more tolerant of or resistant to drought, pests or disease than introduced crops. Increased recognition of such unique biological resources also pays bonuses in the form of added incentives to maintain biodiversity, in which women play a key role.

25. A Food Policy and Nutrition Division project in the Niger, for example, emphasizes the consumption of indigenous foods rich in vitamin A to combat blindness and other deficiency diseases. Women organize in groups to learn new solar drying techniques and to receive training in a number of supporting areas, including nutrition, literacy and access to and management of credit. The Food Policy and Nutrition Division also works with vendors of traditional street foods throughout Africa, where 80 per cent of such vendors are women.

B. Gender-analysis training

26. If women are to benefit significantly from and participate in development, specialists and policy makers must be sensitized to gender issues, and all member nations' and the United Nations system's capacity to design and execute gender-responsive projects, programmes and policies expanded. This involves training at various levels.

1. The socio-economic and gender analysis training programme

27. As reported in the last progress report, FAO, along with UNDP and the World Bank, initiated the socio-economic and gender analysis programme. The programme is continuing as a collaborative effort of FAO, ILO, the International Research and Training Institute for the Advancement of Women (INSTRAW), UNDP and the United Nations Development Fund for Women (UNIFEM), with the assistance of the United States Agency for International Development (USAID) and the Government of the Netherlands.

28. The basic intent of the programme is to promote a new paradigm for people-centred development programming. A conceptual framework incorporating socio-economic and gender analysis at the macro (inter-household) and micro (intra-household) level with people's participation and conflict resolution has been developed and is being operationalized through a socio-economic and gender analysis field manual accompanied by an open-ended series of technical supplements, which will be concise, sector and subsector specific guides to utilizing the socio-economic and gender analysis paradigm. These supplements will be extensively cross-referenced with the field manual so that additional information can easily be retrieved by the intended target users, including sector specialists and planners who identify and design development programmes and projects.

29. At this time, major sections of the field manual have been prepared in first drafts, and training modules are being developed by ILO, the Division on Women and People's Participation in Development expects to initiate testing of these modules in early 1996.

2. Training materials for gender analysis

30. In addition to the socio-economic and gender analysis activities, FAO has been involved in developing other gender analysis training materials. For example, the Forestry Policy and Planning Division is supporting the development of a gender-training package for Central America by the regional non-governmental organization Mujer y Desarrollo. Also, in coordination with FAO projects in South America, the Division is developing a Spanish-language guide for field workers on women and forestry, in preparation for 1996-1997 training of such workers.

31. In 1994, the Fishery Industries Division produced a training and information video on Gender in Rural Fisheries that focuses on men's and women's roles, time use, access to training and fishing priorities and needs. Further, it outlines the development of a gender-sensitive fishing project and links gender to environmental and broader political and socio-economic issues.

3. Gender-responsive information

32. An important aspect of on-the-job training for technical specialists is to inform them about, or raise their awareness of, significant gender issues through such means as reference documentation, workshops and seminars. To this end, in a 1994 issue of FAO's World Animal Review devoted to dairy development, three articles focused exclusively on gender issues in livestock development. In 1995, the Division on Women and People's Participation in Development disseminated a study on the role of women in Indian dairy cooperatives to raise awareness of gender issues in this area. The Division also contracted the World Women's Veterinary Association to prepare a case-study on local knowledge in animal health and production systems - gender perspectives, in Bolivia, while the Animal Production and Health Division conducted similar studies in Kenya with the Kenya Veterinary Association and in the United Republic of Tanzania with Sokoine University. The Animal Production and Health Division also

included gender in a FAO-sponsored dairy development seminar held at Harare in 1994.

33. In 1994, the FAO Panel of Experts on Agricultural Engineering of the Agricultural Services Division devoted one full day of its three-day session to gender issues in technology development and transfer. To increase women's participation in rural organizations, the Division on Women and People's Participation in Development financed a workshop on the role of women in farmer self-help organizations in West Africa and with the International Cooperative Alliance's West Africa Regional Office, a study on the role of women in rice production/marketing cooperatives in Bolivia, and a study on the role of women in rural trade unions in Latin America.

C. Gender-responsive policy support and advice to member countries

34. Gender-responsive policy support and advice cover a wide range of activities including improving the database for policy decisions, directly influencing policy formulation, and strengthening women in development machineries.

1. Improving statistics

35. Based on the efforts of the Division on Women and People's Participation in Development and the Statistics Division in 1991-1992, and on the results of the Statistics Division, the Subregional Office for Southern/East Africa and the Regional Office for the Near East case-studies completed in 1993 on disaggregating agricultural census data by gender in seven Near Eastern countries, the Statistics Division is preparing a manual to be released during the next biennium entitled "Programme for the World Census of Agriculture 2000". The manual's supplemental guidelines are intended to improve gender disaggregated data on human resources through agricultural censuses. At the Asia and Pacific Commission for Agricultural Statistics' Regional Meeting at Manila in 1994, the Statistics Division staff shared the information they have gained through presentation of a paper on statistics on women obtained through national agricultural censuses and surveys.

36. The Statistics Division also shared its methodological findings on gender and time use at the fifteenth reunion of the International Association for Time Use Research, as well as at the Time Use Project Meeting of INSTRAW.

37. At the regional level, with the assistance of the Division on Women and People's Participation in Development, the Regional Office for Europe initiated a two-year project to furnish gender-responsive agricultural databases and country profiles for policy and programme formulators in the Commonwealth of Independent States countries. The Subregional Office for Southern/East Africa has also embarked on a programme to compile statistical databases on women's work and working conditions in agriculture for all African countries, for use by national policy makers and planners. The Subregional Office for Southern/East Africa is also collaborating with the national statistical departments of Togo and Benin to improve existing agricultural statistical data collection systems

in order to obtain more gender-specific information for planning purposes. Togo has already begun to modify its regular agricultural survey along these lines.

38. In the Near East, FAO developed a project to improve the collection and dissemination of gender-disaggregated data in agriculture and rural development through agricultural censuses and surveys. Under the project, national case-studies on improving gender-disaggregated data were prepared for several countries in the Near East (Egypt, the Islamic Republic of Iran, Pakistan, the Sudan, the Syrian Arab Republic, Tunisia and Turkey). These reports were discussed at a workshop held at Cairo from 26 to 28 July 1994. Based on the results of the workshop, guidelines for the production and dissemination of data disaggregated by gender were produced for similar undertakings in other countries in the Near East and in other regions of the world.

39. Other technical units are working to incorporate or improve gender-disaggregated statistics. For example, the Policy Analysis Division is completing its work on K2, a computerized system that will permit assessment of the impacts of a wide range of agricultural policies on key variables, including gender-disaggregated information on the labour force, income distribution, nutrition and population. FAO's Fisheries Department redesigned its questionnaire for national statistical offices to report employment in fishing in such a way as to include gender ratios in all tasks within this sector. At the same time, the Fisheries Department established a computerized system to facilitate the dissemination of such data.

2. Influencing policy formulation

40. To assist Near Eastern countries undergoing structural adjustment to strike a balance between economic growth and the needs of rural women, the Regional Office for the Near East has established regional research task forces to provide information on such issues as the growth of women-headed households and the impact of male migration on women's roles and workload. As a means of promoting policy dialogue and advice on women in development gender topics, the Regional Office for the Near East created "Widialogue" in 1994 as a quarterly newsletter that has attracted a wide readership including policy makers. Similarly, the FAO-sponsored Latin American and Caribbean network, which since its initiation in 1993 has grown to 24 member nations, pursues such dialogue in its annual bulletin, Redes.

41. FAO supported China's Research Centre for Rural Economy, of the Ministry of Agriculture, to conduct a study in six provinces examining gender factors in household agriculture and food production activities. Two studies were undertaken through a technical support services-1 project in China; the Institute of Sociology focused on the effects on rural women of rural-to-urban migration under market-oriented reforms while the China Population Information Research Centre examined demographic variations and regional differences with a gender perspective. Findings were reported in a national symposium organized by the Government of China, UNDP and FAO in 1995.

42. The Information Division advised the Governments of the Central African Republic, the Comoros, the Congo and Guinea-Bissau on national development

communication policies with particular reference to the problems of rural women. The Division has also undertaken gender-disaggregated qualitative research and baseline surveys to identify how communication strategies and policies can help empower women.

43. During 1994-1995, the Plant Production and Protection Division held workshops in South-East Asia and East Africa for government policy makers and scientists on policies improving household horticulture and food security, with an emphasis on women's roles.

44. The Human Resources, Institutions and Agrarian Reform Division and the Division on Women and People's Participation in Development supported the Government of Viet Nam to develop policies on women in agriculture and rural development. Eight national institutions developed technical papers and held a national symposium at Hanoi in December 1994. Draft policy guidelines are currently being drafted by the Ministry of Agriculture and the National Committee on the Advancement of Women in Viet Nam. Also in 1994, FAO published a paper entitled "Politique et stratégie de développement en faveur des femmes rurales", an analysis of collaboration between FAO and member nations of Africa, to facilitate their policy work for integrating rural women into agricultural development.

3. Strengthening women in development machinery

45. During 1994-1995, a majority of the requests for policy assistance from the Division on Women and People's Participation in Development centred on the creation or reinforcement of national-level women in development machinery by: training staff in management, organization and gender issues; establishing coordinating mechanisms between women in development units and other government entities and non-governmental organizations; and preparing national strategies and plans of action. Details of FAO's activities in these areas are included in the later discussion of actions relating to the Fourth World Conference on Women.

IV. INNOVATIVE MAINSTREAMING ACTIONS TO IMPLEMENT THE PLAN

46. This section focuses on several activities undertaken by FAO during the biennium to encourage the mainstreaming of women in development gender issues into the work of the organization and of the member nations. It also discusses affirmative action issues within FAO.

A. The revision of the Plan of Action

47. At the request of the twenty-seventh Conference, FAO reviewed the continued viability of the FAO Plan of Action for Integration of Women in Development (1989-1995). Despite the impact of the existing Plan, highlighted in this and the three preceding progress reports, this review found both operational and substantive needs for revisions to the Plan. Most importantly, the review recommended that the scope of the Plan and its priorities be clarified and

limited in order to concentrate scarce resources on obtainable goals, that the priorities more accurately reflect FAO's substantive areas of work and realistically achievable goals, and that verifiable indicators be developed to facilitate monitoring of progress and reporting. The revision was also found to be timely since FAO's leadership, organizational structure, policies and priorities have been changing and evolving over the last two years.

48. The revised Plan of Action for Women in Development (1996-2001) eliminates the earlier Plan's focus on eight substantive priority areas, with numerous prescribed activities that were difficult to monitor and found to be too encompassing to implement effectively. In their place, the revised Plan (C 95/14, Supplement 1) emphasizes three strategic objectives for promoting gender equity in achieving sustainable development in FAO's substantive areas of work, and highlights four key areas of interrelated actions to achieve these three objectives. The result is a more systematic and programmatic approach that will allow FAO to concentrate human and financial resources on these more achievable and measurable objectives. The revised Plan also eliminates the earlier focus on five administrative priorities in favour of establishing more effective mechanisms for providing advice on implementing the Plan of Action, for monitoring and reporting on the implementation of the Plan, and for achieving equal employment opportunity targets.

49. The methodology for revising the Plan of Action was developed to make the revision as participatory as possible. First, division directors and senior management were convoked to discuss the proposed revision and it was agreed that each technical division, plus the Division of Personnel, would develop a formal, internal women in development divisional programme of action for the medium term (1996-2001). Second, the Integration of Women in Development Service, the coordinating unit, facilitated half-day consultations with staff of 65 services from 25 divisions that are technically responsible for the Plan's implementation. Third, to promote the advancement of rural women in their own areas of competence, these technical divisions and services developed draft women in development programmes of action with realistic objectives, activities, outputs and monitoring indicators. Fourth, these draft programmes were prepared and submitted to the Integration of Women in Development Service and the Evaluation Service for review prior to finalization. Finally, the Division on Women and People's Participation in Development consolidated these divisional programmes and incorporated them into the FAO Plan of Action for Women in Development, 1996-2001. This Plan guides the implementation of FAO's mandate related to the Nairobi Forward-looking Strategies for the Advancement of Women and to the Platform for Action that stemmed from the 1995 Fourth World Conference on Women.

B. The Fourth World Conference on Women

50. FAO undertook extensive activities to promote rural women in the preparation of and follow-up to the Fourth World Conference on Women. In 1994, through the FAO assistance in support of rural women in preparation for the Fourth World Conference on Women - Phase I programme, FAO provided technical and financial support to a total of 16 countries in their preparations for Beijing: Benin, Burkina Faso, Cameroon, the Congo, Eastern Caribbean, Egypt, El Salvador,

Honduras, Lebanon, Namibia, Peru, Philippines, Tunisia, Uganda, United Republic of Tanzania and Zimbabwe. Additional missions were sent to Nepal, the Niger and Rwanda to facilitate country-level preparations for the Conference.

51. Under Phase I, assistance was provided to ministries of agriculture, and/or the women's machinery in each country, to carry out an in-depth analysis of available information on rural women, to prepare a sectoral report on rural women to be included in each country's national report for the Beijing Conference, and to hold a workshop to discuss critical issues affecting rural women that were addressed in the sectoral report. These reports are also intended for use by the ministry of agriculture and the national women's machinery as a working document for promoting the advancement of rural women.

52. Phase II activities under this programme are to strengthen national capacity to implement the Platform for Action, which was adopted at the Fourth World Conference on Women. At present, the Government of Norway is supporting Phase II activities in Namibia, Nepal and the United Republic of Tanzania, and FAO continues to seek donor support for such activities in the remaining countries that participated in Phase I of the Programme.

53. Technical assistance was also provided at the regional level for the development of region programmes of action that were presented at the Fourth World Conference on Women, and FAO participated in all the regional preparatory conferences organized by the economic commissions.

54. In Africa, a regional synthesis report was prepared based on the sectoral reports on women in agriculture and rural development of nine African countries (Benin, Burkina Faso, Congo, Mauritania, Morocco, Namibia, Sudan, United Republic of Tanzania and Zimbabwe). For Asia and the Pacific, FAO also prepared socio-economic studies on women in agriculture and rural development in China and Viet Nam, as well as a paper on women and agro-based small enterprises with a focus on credit and training in Asia, for distribution at the Fourth World Conference on Women.

55. In Europe, FAO initiated a project to compile data and information and prepare country profiles on women's role in agriculture and rural development in Central and Eastern Europe. Based on the results of the profiles, a regional synthesis report was prepared and presented at Beijing. A total of 10 countries were involved in this effort: Bulgaria, Croatia, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

56. In Latin America and the Caribbean, FAO supported the preparation of sectoral reports on rural women in Bolivia, Honduras, Mexico, Paraguay, Peru and Venezuela. A document on rural women of Latin America and the Caribbean, prepared with FAO support, was included in the regional report presented at Beijing. FAO also published a case-study on women in the Peruvian Amazon, which analyses the situation and roles of women in the social and economic context of the Peruvian Amazon.

57. Under the Regional Programme of Action for Women in Agriculture in the Near East, support for the preparation of sectoral reports on women in agriculture and rural development was provided to 17 countries: Cyprus, Egypt, Iran

(Islamic Republic of), Iraq, Jordan, Lebanon, Mauritania, Morocco, Oman, Pakistan, Somalia, Sudan, Syrian Arab Republic, Tunisia, Turkey, United Arab Emirates and Yemen. The synthesis of these reports served as a regional input to the Beijing Conference, and the recommendations were translated into a Plan of Action for Women in Agriculture in the Near East to cover the decade 1996-2005. In addition, FAO prepared a paper on women in resource-management and the environment - a Near East perspective, which was distributed at Beijing.

58. At the international level, FAO undertook activities to ensure that important issues such as food security, migration, environmental degradation and other concerns, which have a strong impact on rural women and communities, were discussed at Beijing. The organization prepared specialized information materials, including country fact sheets, to relay simple and concise messages on rural women's roles in sustainable agriculture and food security. FAO also prepared an updated bibliography on the role of women in agriculture and rural development and produced an activities report detailing its support to rural women and the ongoing women in development programme. Both documents were distributed at the Fourth World Conference on Women.

59. FAO also coordinated its activities with a number of joint United Nations efforts and programmes by participating in inter-agency meetings, including the Commission on the Status of Women, the Organisation for Economic Cooperation and Development (OECD)/Development Assistance Committee (DAC)/women in development group meetings, and many expert meetings and informal consultations. FAO prepared the section on women's access to land and natural resources for the 1994 update of the World Survey on Women and contributed to the section on women's access to credit and financial institutions. In addition, FAO participated in the global information campaign regarding the Conference by distributing and, where necessary, supplementing the materials provided by the Department of Public Information of the United Nations Secretariat.

60. FAO provided support to the International Federation of Agricultural Producers for the preparation of a document entitled "From the Women Farmers' Perspective: A Synthesis of the Results of the Regional Preparatory Meetings for the Fourth World Conference on Women". The document was presented at a technical consultation for women farmers in March 1995, during the thirty-ninth session of the Commission on the Status of Women, the last preparatory conference for Beijing.

61. In addition, FAO developed an internal information campaign to inform its staff about the Conference and to encourage their contribution to preparatory activities. FAO also provided regular updates and information notes to member nations, as well as within FAO, on Conference preparations and its own programme of activities in preparation for Beijing.

C. Affirmative action issues

62. Although progress has been made since the 1993 Conference, the United Nations target of 35 per cent female Professional staff by 1995 has not been reached. Identifying qualified female candidates for positions in FAO's specialized technical fields still proves difficult, notwithstanding member

nation encouragement of applications from qualified female nationals. For example, only about 22 per cent of all applications received for vacant posts filled in 1993 were from women, although they constituted 25 per cent of those selected. A still stronger push therefore needs to be made to encourage applications from qualified women. In spite of these constraints, some improvement has been made. The overall percentage of women Professionals serving at FAO headquarters has risen from 19.7 as reported in 1991 to 20.4 in 1994, in the regional offices and among FAO representatives from 9.3 to 10.3, and, in the field, from 4.1 to 8.0.

63. The number of women in more senior positions has increased during the last three bienniums. For example, at the P-4 level the number of women at headquarters has progressed since 1989 from 34 to 67, representing 19.4 per cent of the total staff in this grade, and at the P-5 level the figure has increased over the same time period from 14 to 22, representing 7.9 per cent of the total. There are at present seven women in the Director category, representing about 5 per cent of the total. While at these higher grade levels the percentage of women needs to be increased, at the lower Professional grades the number of women is more equitable. At the end of 1994, women constituted 46.2 per cent of the staff at P-3 and 46 per cent at the P-2 level.

64. The revised Plan of Action brings a renewed focus on the issue of affirmative action for women as both Professional officers and as consultants. The indicated activities include updating and expanding consultancy rosters, and examining personnel policies to ensure that no unintentional obstacles exist that would stand in the way of achieving goals that have been established in this important area.

V. DRAFT DECISIONS

65. Based on the foregoing discussions, FAO recommends the following decisions for the Conference:

(a) In view of the progress reported in the priority areas of the Plan of Action since its adoption by the Conference in 1989, it is recommended that the Conference endorse this fourth progress report on the implementation of the Plan of Action;

(b) Considering the rather unique nature of the programmes of action of the various technical divisions of FAO, it is recommended that the fifth progress report on the implementation of the Plan of Action be presented at the thirtieth conference in 1999, and that reporting concentrate on the progress made during the next two bienniums in meeting the objectives of the various programmes;

(c) Finally, it is recommended that the Conference adopt the revised FAO Plan of Action for Women in Development. While this Plan would be effective

for the years 1996 to 2001, FAO can adjust this document, as changing events and developments dictate, at the request of any succeeding Conference.